DOCUMENT RESUME

ED 162 119 CE 018 347

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SPONS AGENCY	Employment and Training Administration (DOL), Washington, D.C. Office of Technical and Special Services.
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DESCRIPTORS	Abstracts; *Annotated Bibliographies; *Book Catalogs; Demonstration Projects; *Employment; Indexes (Locaters); Information Processing; Information Retrieval; *Information Systems; *Training; *Vocational Education
IDENTIFIERS	*Employment Trng Automated Info Retrieval Systems

ABSTRACT

As part of the Employment and Training Automated Information Retrieval Systems (ETAIRS), which was developed as a demonstration project for the Employment and Training Administration (ETA) of the U.S. Department of Labor, this set (CE 018 346-349) provides a book catalog of employment and training-related materials located in the libraries of the ETA Resource Clearinghouse and demonstration site regional centers in Denver, San Francisco, and New York. From searches conducted on the data files of the National Technical Information Service (NTIS), the Educational Resources Information Center (ERIC), and the Abstracts in Instructional Materials/Abstracts in Research Materials (AIM/ARM), bibliographic citations for 5,600 documents were identified as relevant, including all materials sponsored by ETA (formerly the Manpower Administration). The set is divided into two major sections: a title listing, which is organized alphabetically in three volumes (A-F in CE 018 347, F-P in CE 018 348, and P-Z in CE 018 349), and an index volume (CE 018 346), which contains separate author and subject indexes. The complete citations appear in the title listing and include an identification number, title, publication date, author, journal citation, publisher, sponsoring agency, contract number, subject terms, abstract, availability, and cost. The author index gives both document titles and identification numbers while the subject index lists only the citation numbers. (The information in this catalog is also available for computer searching and will be updated periodically by ETAIRS.) (ELG)

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ED162119

ETA RESOURCE CLEARINGHOUSE
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A Bibliography of Employment and Training Literature

VOLUME 1

May 1978

Office of Technical & Special Services
Office of Field Operations
Employment & Training Administration
U.S. Department of Labor

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

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Institute for Manpower Studies

Oregon State University

CE 018 347

A BIBLIOGRAPHY OF EMPLOYMENT AND TRAINING LITERATURE

Prepared by
Institute for Manpower Studies
Oregon State University
May 1978

This work was done under agreement number 31-41-74-10 for the Employment and Training Administration, U.S. Department of Labor. All responsibility for the content of this document in terms of procedures and organizational format accrue to the director and staff of the project and may, or may not, reflect Employment and Training Administration positions.

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Title Listing 1

Institute for Manpower Studies

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PREFACE

The Employment and Training Automated Information Retrieval Systems (ETAIRS) is an information storage and retrieval system developed as a demonstration project for the Office of Technical and Special Services, Employment and Training Administration, USDL. The demonstration project focuses on information and data bases relevant to the ETA Resource Clearinghouse in the National Office and to the resource centers being developed in the demonstration site regional offices in Denver, San Francisco, and New York. The data bases relevant to ETAIRS are library collections in the relevant resource centers or clearinghouse and to a collection of employment and training related literature identified in commercial data bases.

Under the terms of this grant, Oregon State University was committed to:

- establish computer-based information files for each of the resource center collections in the demonstration site regional offices and for the National Office Clearinghouse
- devise a system whereby those collections could be "searched" by remote computer terminal
- train relevant ETA personnel in the use of this automated system
- develop a thesaurus which would permit resource center personnel or research project managers to describe newly development materials in common language
- provide book catalogs of each collection and a "union" collection of materials in the combined set of four sites; these catalogs would be organized by author, title, and subject and would provide a low priced and portable medium for sharing the information content about the separate collections with local users
- provide a book catalog of employment and training related materials identified through searches of commercial data bases.

This document responds to the last objective. It represents the results of systematically searching the data files of the National Technical Information Service (NTIS), the Educational Information Resource Center (ERIC),

the abstracts in Instructional Materials/Abstracts in Research Materials (AIM), and the Management systems. The search strategy was devised so as to maximize the coverage of materials relevant to the employment and training field and to ensure the coverage of all materials sponsored by the Employment and Training Administration (previously Manpower Administration) USDL. The collection of citations contained herein complements a collection of citations previously gathered; the full collections contained on Oregon State University computer file. The file is searchable through the ETAIRS system. This particular component of the overall system is designed so that it can be updated periodically for purposes of ensuring a searchable collection of employment and training related materials and for purposes of updating the bibliography.

The ETAIRS system reflects the commitment made to ETA under the terms of the funding grant. It also reflects the creative and the tedious work efforts of, primarily, three people. I would like to extend my thanks to Bob Baker, Kristina Brooks, and Greg Struxness who have labored long and hard to reach this point in system development. This team has never varied in their commitment to develop a system useable by, and useful for, the practitioners in the employment and training field. Virginia Trabert has done yoeman's work typing, retyping, inputting and providing a needed element of balance during this whole task. I would also like to thank the many people in the National and Regional Office of ETA who have provided systematic and thoughtful cooperation in this system development. This project is not completed. However, ETAIRS is operational, although the data bases are still to be expanded. I think that ETA will find this a very useable and adaptable information system.

Gary W. Sorenson, Director
Institute for Manpower Studies
June 1, 1978

INSTRUCTIONS FOR DOCUMENT USE

Organization and Content

This set of reference documents has two major sections. They are:

1) Title Listing: This section contains bibliographic citations for 5600 documents which have been identified as relevant to the field of employment and training. It is organized alphabetically by document title. Volume 1 contains citations for documents with titles A through F. Volume 2 contains citations for documents with titles F through P. And Volume 3 citations for documents with titles P through Z.

2) Index: The index has two parts. They are:

   A) Subject Index

      This portion of the index provides an alphabetic listing of subject terms. Each entry contains a subject term and the citation number of each citation which has been assigned that subject term. The user may refer to the complete citation in the Title Listing by means of the citation number.

   B) Author Index

      This portion of the index is arranged alphabetically by author's last name and/or by corporate author. Each entry contains the author's name, the title of the document, and the number of the citation in the Title Listing.

Locating Documents in the Respective Indexes

The Title Listing and the Author and Subject Indexes each identify a particular document by a unique citation number. This number is provided at the left margin of each entry. An illustration of the use of the citation number is provided below.

In the Title Listing:

(284) METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS.
A REVIEW AND ANALYSIS. 1973
BACKER, THOMAS E.; HUMAN INTERACTION RESEARCH INSTITUTE
U.S. DOL/ETA 92-06-72-07
DISADVANTAGED, INTAKE/ASSESSMENT, COUNSELING AND TESTING
THIS REPORT REVIEWS SOME RECENTLY DEVELOPED ASSESSMENT TECHNIQUES.

In the Subject Index:

INTAKE/ASSESSMENT
125, (284), 453

In the Author Index:

BACKER, THOMAS E.
(284) METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS:
A REVIEW AND ANALYSIS

HUMAN INTERACTION RESEARCH INSTITUTE
(284) METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS:
A REVIEW AND ANALYSIS

Sample Citations

1 (39) PUTTING IT ALL TOGETHER IN SUFFOLK COUNTY 2 APR 76 3
4 BAKER, B. KIMBALL
WORKLIFE;1;4;2-6 6
10 PILOT PROJECTS, MANPOWER DEVELOPMENT, COUNTY PROGRAMS, INTERAGENCY COOPERATION, JOB PLACEMENT, COMMUNITY AGENCIES (PUBLIC), STATE AGENCIES, FEDERAL PROGRAMS, INTERAGENCY COORDINATION, JOB TRAINING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, NEW YORK STATE EMPLOYMENT SERVICES, DEPARTMENT OF LABOR, WORK INCENTIVE PROGRAM
12 THE SUFFOLK COUNTY COORDINATED MANPOWER PROGRAM IN NEW YORK IS A PILOT PROJECT WHOSE PURPOSE IS TO ELIMINATE DUPLICATION IN EMPLOYER CONTACTS AND SERVICES DELIVERED. AGENCIES AT THE FEDERAL, STATE, AND LOCAL LEVELS WORK TOGETHER FOR A COMMON GOAL. DEFINITIVE RESULTS AWAIT DATA ANALYSIS, BUT DEVELOPMENTS ARE ENCOURAGING. (AUTHOR/AJ)
13 ERIC: EJ137390

49 VOUCHERED SKILL TRAINING IN WIN PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS. FEB 77
RICHARDSON, ANN
5 BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C.
8 EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
9 CONTRACT NO. DL-51-11-73-02
11 NOTES: 125P.: NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORGININAL
ADMINISTRATIVE AGENCIES, AGENCY ROLE, EDUCATION VOUCHERS, EMPLOYERS, FEDERAL PROGRAMS, JOB TAINING, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, WELFARE AGENCIES, WELFARE RECIPIENTS, UNITED STATES, WORK INCENTIVE PROGRAM
THE VOUCHER TRAINING PROGRAM FOR WORK INCENTIVE PROGRAM (WIN) CLIENTS DESCRIBED WITHIN THIS INTERIM REPORT IS A SYSTEM FOR PROVIDING OCCUPATIONAL TRAINING TO CLIENTS THROUGH ENTITLEMENTS RATHER THAN DIRECT SERVICE (CLIENT AND TRAINER ARE IN A DIRECT RELATIONSHIP FACILITATED BY THE AGENCY). THE BASIC PROGRAM OBJECTIVE, DISCUSSED IN THE INTRODUCTION, IS TO MAXIMIZE THE EXTENT TO WHICH CLIENTS MAKE OCCUPATIONAL DECISIONS, SELECTING THE TYPE OF TRAINING WHICH THEY FEEL IS MOST SUITABLE (IN A VOCATIONAL SCHOOL OR ON THE JOB) AND NEGOTIATING FOR TRAINING WITHOUT INTERCESSION BY WIN BUT WITHIN THE CONTEXT OF EXISTING STATUTES AND PROGRAM GUIDELINES. PART I DESCRIBES THE PROCEDURES IN ADMINISTERING THE VOUCHER PROGRAM AND THE ROLE OF THE WIN STAFF AND INCLUDES (1) THE PROGRAM DESIGN, (2) THE VOUCHER PROCESS, (3) SPECIAL COUNSELING AND INFORMATION SYSTEM, AND (4) STAFF QUALIFICATION AND TRAINING. PART II DEALS WITH ADMINISTRATIVE CONSIDERATIONS BEARING ON THE FEASIBILITY OF THE VOUCHERING SYSTEM AND CONTAINS SELECTED EMPIRICAL FINDINGS FROM PROGRAM FIELD TESTS CONDUCTED BETWEEN 1974 AND 1976 IN PORTLAND, OREGON.

Data Elements Used

Complete citations, which appear in the Title Listing, contain 13 data elements. Only those elements applicable to a particular citation will appear in that citation. Elements which extend beyond one line are indented 2 spaces in each additional line.

The facing page displays 2 different illustrations of citations. These citations provide examples of each of the data elements included in the Title Listing:

1. Citation Number: An identification number which has been arbitrarily and sequentially assigned to each document included in this bibliography.
2. Title
3. Publication Date
4. Personal Author(s) or Editor(s)
5. Corporate Author: The name of organization or institution which prepared the document.
6. Journal Citation: This field will only appear for journal articles. It includes the complete citation by which journal articles may be identified and located.
7. Publisher
8. Sponsoring Agency: The agency responsible for initiating or funding the preparation of the document.
9. Contract Number
10. Keywords: Subject terms which characterize the substantive contents of the document.
11. Notes: Descriptive notes which provide additional information about the document.
12. Abstract: Informative condensation of the document content.
13. Availability and Cost: Indicates if the document is available, the source, the document number, and the price.

Ordering Information

The price "data element" described on page III will identify the document supplier, such as AIM/ARM, ERIC, or NTIS, and will indicate whether it is possible to order the document from the supplier. Those documents listed as "DOCUMENT NOT AVAILABLE" may often be obtained directly from the originating institution, the sponsoring agency or the personal author.

AIM/ARM: Most state Vocational Education Research Offices have AIM/ARM VT-ERIC microfiche sets and will duplicate copies of individual documents upon request. VT-ERIC microfiche sets may be purchased from:

Educational Document Reproduction Service
Box 190
Arlington, VA 22210

1. order by "ED" Accession Number (ED numbers for VT sets may be located in issues of Abstracts of Instructional & Research Materials in Vocational & Technical Education).

2. enclose check or money order PAYABLE TO EDRS.

3. official institutions, state and federal agencies may use purchase orders.

Individual microfiche or paper copies are not available from EDRS. These must be obtained directly from the originating institution or sponsoring agency.

ERIC: Most large libraries have ERIC microfiche collections. Individual documents may be located by their "ED" accession numbers. "EJ" accession numbers indicate journal articles and, consequently, are not available in a microfiche collection and must be obtained directly from the journal. "ED" documents are available from:

Educational Document Reproduction Service
Box 190
Arlington, VA 22210

1. order by "ED" Accession Number.

2. specify microfiche (MF) or paper copy (HC)

3. enclose check or money order PAYABLE TO EDRS.

4. official institutions, state and federal agencies may use purchase orders

NTIS: Most NTIS documents are available from:

National Technical Information Service
Springfield, VA 22161

1. order by accession number

2. specify microfiche (MF) or paper copy (HC)

3. enclose check or money order PAYABLE TO NTIS (deposit accounts may be established with NTIS, consult issues of Government Reports Announcements & Index for details).

Title Listing

1 THE JOB DESCRIPTION, THE FIRST STEP TO GOOD MANAGEMENT JAN 73
GARDNER, JOHN C.
AMERICAN SCHOOL AND UNIVERSITY:45:5:11,14
BUILDING OPERATION, EMPLOYMENT OPPORTUNITIES, JOB APPLICANTS, NONPROFESSIONAL PERSONNEL, OCCUPATIONAL INFORMATION, SCHOOL MAINTENANCE, SEX DISCRIMINATION
PRESENTS EXAMPLES OF UP-TO-DATE JOB DESCRIPTIONS FOR PHYSICAL PLANT PERSONNEL AND ARGUES THAT A PROPER JOB DESCRIPTION IS THE FIRST STEP TO SUCCESSFULLY OBTAINING THE RIGHT PERSON FOR THE JOB AND ASSURING THAT THE CANDIDATE KNOWS WHAT THE EXPECTATIONS ARE. (AUTHOR)
ERIC: EJ072077

2 . . . TO FORM A MORE PERFECT UNION . . . JUSTICE FOR AMERICAN WOMEN. REPORT. 76
NATIONAL COMMISSION ON THE OBSERVANCE OF INTERNATIONAL WOMENS YEAR, WASHINGTON, D.C.
NOTES: 394P.; SOME PARTS MAY BE MARGINALLY LEGIBLE DUE TO SMALL TYPE
ARTISTS, AWARDS, CIVIL RIGHTS, COURT LITIGATION, CREATIVE ACTIVITIES, DAY CARE SERVICES, DEMOGRAPHY, EQUAL OPPORTUNITIES (JOBS), FEMALES, FEMINISM, GUIDELINES, INCOME, MEDIA RESEARCH, PREGNANCY, SEX DISCRIMINATION, SEX STEREOTYPES, TELEVISION, WORKING WOMEN
THIS REPORT WAS COMPLETED BY A NATIONAL COMMISSION APPOINTED TO PROMOTE EQUALITY BETWEEN MEN AND WOMEN. THE FIRST THREE PARTS ARE DESIGNED TO IMPART TO READERS A SENSE OF SOME OF THE BARRIERS THAT KEEP WOMEN FROM PARTICIPATING IN AMERICAN LIFE AS FULL PARTNERS. THE COMMISSION DIVIDED INTO COMMITTEES TO STUDY THESE PROBLEMS, THEN CAME TOGETHER AGAIN AS A UNIT TO ADOPT 115 RECOMMENDATIONS BACKED WITH DOCUMENTATION. THUS, THE FIRST THREE PARTS REFER TO COMMISSION ACTION AS A WHOLE, NOT TO ACTIONS OF ITS SEPARATE COMMITTEES. PART 4 LISTS THE MEMBERS OF THE COMMISSION. PART 5 CONTAINS THE FINDINGS AND THE RECOMMENDATIONS OF THE WORKING COMMITTEES ADDRESSED TO THE VARIOUS AGENCIES OF GOVERNMENT--FEDERAL, STATE, AND LOCAL--THAT WILL BE RESPONSIBLE FOR THEIR IMPLEMENTATION. WOMEN AND WOMENS ORGANIZATIONS ARE ALSO ADDRESSED IN A NUMBER OF THE RECOMMENDATIONS. REFERENCE MATERIAL AND ORIGINAL RESEARCH, AUTHORIZED BY THE COMMISSION, ARE SUMMARIZED IN PART 6, THE APPENDIX. (AUTHOR/MLF)
ERIC: ED140445 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 040-000-00350-9, $5.20)

3 A $16-BILLION PROBLEM 1977
FORBES, VOL.120, NO.4, AUG 15, 1977, P. 58.
ECONOMICS, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, INFORMATION SYSTEMS, UNEMPLOYMENT
DEVELOPING A DEFINITION OF NEEDY IN ORDER TO DETERMINE WHO SHOULD GET THE $16 BILLION IN UNEMPLOYMENT FUNDS IS THE PROBLEM DUE TO A LACK OF INFORMATION.
MGMT: GBR77H1558

4 A $4 BILLION BARREL OF PORK 1977
ROSEN, G.R.
CONS REVIEW, VOL.109, NO.5, MAY 1977, P. 71.
CONGRESS, CONSTRUCTION INDUSTRY, ECONOMICS, GOVERNMENT SPENDING, LEGISLATION, UNEMPLOYMENT
CONGRESS HAS RESPONDED ENTHUSIASTICALLY TO PRESIDENT CARTERS PROPOSAL FOR A PUBLIC WORKS PROGRAM. ADMINISTRATION SOURCES DO NOT THINK THE LEGISLATION WILL BE INFLATIONARY BECAUSE OF THE HIGH RATE OF CHRONIC UNEMPLOYMENT IN THE CONSTRUCTION INDUSTRY. SOME OFFICIALS WOULD PREFER A PERMANENT PROGRAM RATHER THAN REPEATED EMERGENCY INITIATIVES.
MGMT: GUN77E0071

5 A $500-MILLION LIFT FOR MORALE 1975
BUSINESS WEEK, NO.2392, AUG 4, 1975, P. 72D.
ECONOMIC PLANNING, ECONOMICS, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, JOB SATISFACTION, MORALE, SWEDEN, UNEMPLOYMENT, WORKING CONDITIONS
WORKING CONDITIONS IN PLANTS THROUGHOUT SWEDEN ARE BEING IMPROVED BY NEW CAFETERIAS, NOISELESS WORK STATIONS AND RECREATIONAL FACILITIES. INDUSTRY IS HAPPY AND THE GOVERNMENT HOPES THE LEGISLATION WILL KEEP THE COUNTRY FROM AN ECONOMIC SLUMP.
MGMT: BWE75H0472-1

6 THE ABILITY OF STANDARDIZED TEST INSTRUMENTS TO DIFFERENTIATE MEMBERSHIP IN DIFFERENT VOCATIONAL-TECHNICAL CURRICULA. PROJECT MINI-SCORE, FINAL TECHNICAL REPORT. MAR 72
PUGEL, DAVID J., AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF COMPREHENSIVE AND VOCATIONAL RESEARCH.
NOTES: 289P.
MEASUREMENT INSTRUMENTS, PREDICTIVE ABILITY (TESTING), PROGNOSTIC TESTS, VOCATIONAL ADJUSTMENT, JOB TRAINING, SUCCESS FACTORS, VOCATIONAL COUNSELING, TABLES (DATA), STANDARDIZED TESTS, APTITUDE TESTS, INTEREST TESTS, PERSONALITY TESTS, OCCUPATIONAL CLUSTERS, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, PROJECT MINI SCORE
USING POST-SECONDARY VOCATIONAL EDUCATION STUDENTS AS THE POPULATIONS, THESE TWO SUB-STUDIES OF THE PROJECT MINI-SCORE SOUGHT TO DETERMINE THE EXTENT TO WHICH PRE-ENROLLMENT STANDARDIZED TEST DATA CAN BE USED TO PREDICT VOCATIONAL SUCCESS. FOR THE PURPOSE OF THE STUDY, VOCATIONAL SUCCESS WAS DEFINED EITHER AS SUCCESSFUL GRADUATION OR SUCCESSFUL GRADUATION PLUS EMPLOYMENT. THE FIRST SUB-STUDY INVESTIGATED (1) THE ABILITY OF EACH OF THE SEPARATE SCALES OF EACH INSTRUMENT TO DIFFERENTIATE OCCUPATIONAL GROUPS, AND (2) THE EXTENT OF DIFFERENCE BETWEEN GROUPS DEFINED AS SUCCESSFUL GRADUATES OR AS SUCCESSFUL GRADUATES EMPLOYED IN RELATED OCCUPATIONS 1 YEAR AFTER TRAINING. THE SECOND SUB-STUDY INVESTIGATED THE ABILITY OF EACH TOTAL INSTRUMENT TO DIFFERENTIATE BETWEEN

(CONT.)

6 OCCUPATIONAL GROUPS, AND DEVELOPED A METHOD OF PRESENTING DATA PERTAINING TO A MULTI-SCALE TEST INSTRUMENT IN THE FORM OF A COUNSELING AID. RESULTS OF THESE SUB-STUDIES TEND TO INDICATE THAT THERE ARE SIGNIFICANT DIFFERENCES BETWEEN THE TYPES OF PEOPLE WHO ENTER AND SUCCEED IN DIFFERENT OCCUPATIONS, AND THAT IT IS POSSIBLE TO CLUSTER OCCUPATIONS BASED ON THE CHARACTERISTICS OF PEOPLE WHO ENTER THEM. RELATED DOCUMENTS ARE AVAILABLE AS VT 016 149-VT 016 152 IN THIS ISSUE. (AUTHOR/JS)
AIM/ARM: VT016148

7 THE ABILITY OF STANDARDIZED TEST INSTRUMENTS TO PREDICT TRAINING SUCCESS AND EMPLOYMENT SUCCESS. PROJECT MINI-SCORE, FINAL TECHNICAL REPORT. MAR 72
RUGEL, DAVID J.;AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D. C. DIV. OF COMPREHENSIVE AND VOCATIONAL RESEARCH.
NOTES: 144P.
APTITUDE TESTS, INTEREST TESTS, JOB TRAINING, MEASUREMENT INSTRUMENTS, PERSONALITY TESTS, PREDICTIVE ABILITY (TESTING), PROGNOSTIC TESTS, STANDARDIZED TESTS, SUCCESS FACTORS, TABLES (DATA), TECHNICAL EDUCATION, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, PROJECT MINI SCORE
USING POST-SECONDARY VOCATIONAL AND TECHNICAL EDUCATION STUDENTS AS THE POPULATIONS, THE OBJECTIVES OF THIS PROJECT WERE TO DETERMINE (1) THE ABILITY OF STANDARDIZED INSTRUMENTS TO PREDICT THE VARIOUS CRITERIA OF SUCCESS, (2) THE RELATIVE ABILITY OF THE DIFFERENT INSTRUMENTS TO PREDICT EACH CRITERION OF SUCCESS, AND (3) WHICH SUB-SET OF ALL OF THE SCALES IN THE PROJECT MINI-SCORE BATTERY IS MOST EFFECTIVE IN PREDICTING A GIVEN CRITERION. INSTRUMENTS INCLUDED IN THE BATTERY WERE THE (1) GENERAL APTITUDE TEST BATTERY, (2) MINNESOTA VOCATIONAL INTEREST INVENTORY, (3) SIXTEEN PERSONALITY FACTOR QUESTIONNAIRE, (4) MINNESOTA IMPORTANCE QUESTIONNAIRE, (5) VOCATIONAL DEVELOPMENT INVENTORY, AND (6) MINNESOTA SCHOLASTIC APTITUDE TEST. MULTIPLE AND ZERO-ORDER CORRELATION ANALYSES WERE PERFORMED ON EACH POPULATION, TAKING SCORES OBTAINED FROM STUDENTS UPON APPLICATION TO SCHOOL AND CORRELATING THEM WITH EACH OF THE 11 DIFFERENT CRITERIA OF VOCATIONAL STUDENT SUCCESS. FINDINGS OF THIS RESEARCH INCLUDED (1) IT IS NOT POSSIBLE TO GENERALIZE ABOUT THE RELATIONSHIP BETWEEN AN INSTRUMENT AND A CRITERION, (2) STUDENT INTERESTS, JOB NEEDS, AND PERSONALITY WERE THE KEY FACTORS RELATED TO THE SUCCESS OF THE STUDENTS STUDIED, AND (3) THERE IS LITTLE AGREEMENT BETWEEN THE SPECIFIC INSTRUMENT SCALES THAT ARE MOST PREDICTIVE OF A GIVEN CRITERION OF SUCCESS IN DIFFERENT POPULATIONS. RELATED DOCUMENTS ARE AVAILABLE AS VT 016 148-VT 016 151. (AUTHOR/JS)
ERIC: ED064525

8 ABSTRACTS--CITATIONS SPR 72
OCCUPATIONAL MENTAL HEALTH;2;1;17-40
ABSTRACTS, ALCOHOLISM, ANNOTATED BIBLIOGRAPHIES, DISADVANTAGED GROUPS, DRUG ABUSE, MENTAL HEALTH, OCCUPATIONAL GUIDANCE, PSYCHOPATHOLOGY, VOCATIONAL COUNSELING
PROVIDES ABSTRACTS AND CITATIONS OF JOURNAL ARTICLES AND REPORTS DEALING WITH ASPECTS OF MENTAL HEALTH. TOPICS INCLUDE ABSENTEEISM, ALCOHOLISM, DRUG ABUSE, LEISURE, DISADVANTAGED, JOB SATISFACTION, AND OTHERS. (SB)
ERIC: EJ056032

9 ACADEMIC CAREERS AND POST-COLLEGE EMPLOYMENT OF YOUNG MEN. FINAL REPORT. 25 SEP 74
MILLER, HERMAN P.;GARFINKLE, STUART
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 59P.
CAREER CHANGE, CAREER CHOICE, CASE STUDIES, EDUCATIONAL EXPERIENCE, EDUCATIONAL OBJECTIVES, EMPLOYMENT OPPORTUNITIES, HIGHER EDUCATION, MALES, RESEARCH PROJECTS
THIS STUDY OF CAREER GOALS, ACADEMIC OBJECTIVES AND THE RELATION OF THESE TO SUCCESS IN THE JOB MARKET INVOLVED A SERIES OF ANNUAL INTERVIEWS WITH SAMPLES OF PEOPLE REPRESENTING FOUR DIFFERENT POPULATION GROUPS YOUNG MEN WHO WERE 14 TO 24 YEARS OLD IN 1966; MEN WHO WERE 45 TO 59 YEARS OLD IN 1966; YOUNG WOMEN WHO WERE 14 TO 24 YEARS OLD IN 1968; AND WOMEN WHO WERE 30 TO 44 YEARS OLD IN 1967. FOR EACH OF THE FOUR GROUPS A PROBABILITY SAMPLE OF THE CIVILIAN NONINSTITUTIONAL SAMPLE POPULATION HAS BEEN DRAWN BY THE U.S. BUREAU OF THE CENSUS FROM 235 SAMPLE AREAS REPRESENTING EVERY STATE AND THE DISTRICT OF COLUMBIA. EACH SAMPLE CONSISTS OF APPROXIMATELY 5,000 PEOPLE. CONCLUSIONS TENTATIVELY SUGGEST (1) THERE IS AN ENORMOUS DIVERSITY IN THE BACKGROUND OF STUDENTS, EVEN WHEN THEY ARE GROUPED INTO RELATIVELY HOMOGENOUS CURRICULUM CATEGORIES, (2) MANY OF THE STUDENTS SHOW THE CLEAR EFFECT OF INADEQUATE OR NO VOCATIONAL GUIDANCE IN THEIR HOPES AND EDUCATIONAL OBJECTIVES, (3) EVEN IN A WORLD IN WHICH GUIDANCE WAS BOTH ACCURATE AND ABUNDANT, MANY CAREERS WOULD BE BEGUN, TERMINATED, AND CHANGED AS A RESULT OF EXOGENOUS AND ACCIDENTAL EVENTS THAT ARE COMPLETELY OUTSIDE THE CONTROL OF THE STUDENT, (4) MOST OF THE MEN IN THIS STUDY HAD VAGUE CAREER GOALS THAT WERE SUBJECT TO MANY CHANGES, (5) HIGHER EDUCATION IN THE UNITED STATES IS CLEARLY ONE OF THE MOST EFFECTIVE CHANNELS OF UPWARD INTERGENERATIONAL MOBILITY, AND THIS TOO DIFFERENT BY CURRICULUM FIELD. ADDITIONAL CONCLUSIONS AND CASE HISTORIES ARE INCLUDED. (MJM)
ERIC: ED095904

10 ACADEMIC LEVEL OF POVERTY PROGRAM ENROLLEES A NEW LOOK DEC 72
JAMIN, KARL R.;STRANGES, RICHARD J.
JOURNAL OF EMPLOYMENT COUNSELING;9;4;175-179
ADULT EDUCATION, BASIC SKILLS, DISADVANTAGED GROUPS, JOB TRAINING, LANGUAGE SKILLS, OCCUPATIONAL GUIDANCE, POVERTY PROGRAMS, SCREENING TESTS

(CONT.)

10 THE ADULT BASIC LEARNING EXAMINATION WAS ADMINISTERED TO ENROLLEES IN A CONCENTRATED EMPLOYMENT PROGRAM. ON THE BASIS OF THIS INVESTIGATION IT WAS FOUND THAT TRAINEES OBTAINED HIGHER SCORES ON THE LANGUAGE SKILLS THAN IN COMPUTATIONAL AREAS. THE SUITABILITY OF THE ABLE AS A SCREENING INSTRUMENT FOR POVERTY PROGRAMS IS DISCUSSED. (AUTHOR)
ERIC: EJ070615

11 THE ACCELERATED LEARNING EXPERIMENT AN APPROACH TO THE REMEDIAL EDUCATION OF OUT-OF-SCHOOL YOUTH. FINAL REPORT. NOV 72
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. SOCIAL RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 150P.
ACADEMIC ACHIEVEMENT, ACCELERATED PROGRAMS, DROPOUT REHABILITATION, DROPOUTS, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, REMEDIAL INSTRUCTION, REMEDIAL PROGRAMS, URBAN EDUCATION, URBAN YOUTH, JOB CORPS, MISSOURI, OHIO, PENNSYLVANIA
THIS PAPER REPORTS THE RESULTS OF THE EXPERIMENTAL USE OF NEW REMEDIAL EDUCATION TECHNIQUES IN THREE URBAN OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS. THE USE OF THESE TECHNIQUES AND THE EVALUATION OF THE RESULTS OF THESE TECHNIQUES CONSTITUTED THE ACCELERATED LEARNING EXPERIMENT. THE RESEARCH DESIGN CALLED FOR STUDY GROUPS OF 50 EACH IN THREE DIFFERENT CITIES, USING THE EDUCATION SYSTEM AND MATERIALS DEVELOPED FOR THE JOB CORPS CONSERVATION CENTERS. MEASURES OF ACADEMIC ACHIEVEMENT OF ENROLLEES WERE TAKEN AT THE BEGINNING OF THE PROGRAM AND AGAIN AFTER THREE AND SIX MONTHS. BI-WEEKLY REPORTS ON EACH STUDENT AND PROGRAM PROGRESS WERE PREPARED BY THE INSTRUCTORS. THE THREE CITIES SELECTED FOR THE ACCELERATED LEARNING EXPERIMENT WERE ST. LOUIS, MISSOURI; CINCINNATI, OHIO; AND, PITTSBURGH, PENNSYLVANIA. EACH OF THE SITES WAS PROVIDED WITH THE CRITERIA FOR AN IDEAL EXPERIMENT, AND ARRANGEMENTS WERE WORKED OUT IN EACH CITY FOR THE MOST FEASIBLE PROGRAMS IN RELATION TO LOCAL PROBLEMS AND CONDITIONS. TEACHERS FROM ALL THREE CITIES WERE BROUGHT TOGETHER IN PITTSBURGH IN EARLY FEBRUARY, 1968, AND WERE TRAINED BY A JOB CORPS STAFF MEMBER IN THE USE OF THE JOB CORPS MATERIALS. DURING THE COURSE OF THE EXPERIMENT, EDUCATIONAL CONSULTANTS VISITED THE CLASSROOMS PERIODICALLY TO ASSIST TEACHERS WITH ANY PROBLEMS THAT THEY HAD ENCOUNTERED. (AUTHOR/JM)
ERIC: ED075546

12 ACCELERATING PAY RATES FOR MANAGERS WHO SWITCH EMPLOYERS 1976
WILLIAMS, D.C.
HARVARD BUSINESS REVIEW, VOL.54, NO.6, NOV-DEC 1976, P. 8-12.
BONUS, CAREER DEVELOPMENT, ECONOMIC TRENDS, EXECUTIVE COMPENSATION, INCENTIVES, JOB ADVANCEMENT, JOB MOBILITY, MANAGEMENT, PROFIT MOTIVE, PROMOTION, SALARY ADMINISTRATION, YOUTH
OFFICER AND KEY NONOFFICERS MOVING FROM ONE ORGANIZATION TO ANOTHER IN 1975 SHOWED GAINS OF 35.5% AVERAGE IN SALARIES AND BONUSES. CORPORATIONS ARE ANXIOUS TO HOLD ONTO TALENTED OFFICERS AND PROVIDE COMPENSATION TO PRESERVE TALENT WITHIN THE ORGANIZATION.
MGMT: HBR76K0008

13 ACCENTUATING THE AFFIRMATIVE OCT 76
NEILL, SHIRLEY BOES
WORKLIFE:1:10:9-11
AFFIRMATIVE ACTION, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT QUALIFICATIONS, JOB TRAINING, FEDERAL PROGRAMS, PROGRAM ADMINISTRATION, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, CITY GOVERNMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, LOS ANGELES
AFFIRMATIVE ACTION, EQUAL EMPLOYMENT OPPORTUNITY, AND COMPREHENSIVE EMPLOYMENT TRAINING ACT (CETA) EMPLOYMENT GOALS ARE MORE THAN CATCH WORDS IN THE LOS ANGELES (CETA) AFFIRMATIVE ACTION PROGRAM. (ABM)
ERIC: EJ145903

14 ACCOUNTABILITY IN VOCATIONAL-TECHNICAL INSTRUCTION JAN 71
STRAUBEL, JAMES
EDUCATIONAL TECHNOLOGY:11:1:43-45
BEHAVIORAL OBJECTIVES, CURRICULUM DEVELOPMENT, EDUCATIONAL CHANGE, MILITARY SCHOOLS, PERFORMANCE CRITERIA, VOCATIONAL EDUCATION
THE AUTHOR ADVOCATES THE ADAPTATION OF AIR FORCE VOCATIONAL-TECHNICAL TRAINING MATERIALS FOR CIVILIAN SCHOOL CURRICULA. (AA)
ERIC: EJ033048

15 ACCOUNTING DEFICIT IN BLACK AUG 70
AUN, EMIL MICHAEL
MANPOWER:2:8:2-7
ACCOUNTING, CERTIFIED PUBLIC ACCOUNTANTS, EMPLOYMENT OPPORTUNITIES, FEMALES, MANPOWER NEEDS, MANPOWER UTILIZATION, NEGROES
BECAUSE OF INCREASING SHORTAGES OF ACCOUNTANTS, THE PROFESSION IS OPENING UP RAPIDLY TO BLACKS AND WOMEN. MANY MORE BLACKS WOULD ENTER ACCOUNTING IF COLLEGE COUNSELORS INFORMED THEM OF THE AVAILABLE OPPORTUNITIES. (BH)
ERIC: EJ024780

16 ACCOUNTING FOR AFFIRMATIVE ACTION PROGRAMS: A STOCHASTIC FLOW APPROACH 1975
CHURCHILL, N.C.; SHANK, J.K.
ACCOUNTING REVIEW, VOL.50, NO.4, OCT 1975, P. 643-656. BIBLIOG. 11
ACCOUNTING, AFFIRMATIVE ACTION, CAREER DEVELOPMENT, EEO, HUMAN RESOURCE DEVELOPMENT,

(CONT.)

16 MANAGEMENT DEVELOPMENT, MARKOV CHAIN, MINORITIES, MODELING, PERSONNEL MANAGEMENT, PLANNING, PROMOTION, QUANTITATIVE METHODS
REPORT OF A FIELD STUDY USING A FORMAL STOCHASTIC MODEL TO EVALUATE MANAGEMENT SUCCESSION FLOW FOR AFFIRMATIVE ACTION PURPOSES. DATA ANALYSIS INCLUDES INERTIA TENDENCIES, SEPARATIONS, BACKSLIDING, LEAPFROGGING, PROMOTIONS, AND PROMOTIONAL PROBABILITY, LONG-RUN MANAGEMENT MIX AND TIME TO REACH A GIVEN LEVEL.
MGMT: ACR75J0643

17 ACCOUNTING FOR SPECIAL REVENUE SHARING GRANTS SEP 76
GUNN, SANFORD C.
STATE UNIV. OF NEW YORK AT BUFFALO. HUMAN RESOURCES INST.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-31-36-74-02
NOTES: INTERIM REPT. 40P
FEDERAL ASSISTANCE PROGRAMS, MANAGEMENT METHODS, SPECIALIZED TRAINING, ACCOUNTING, REVENUE SHARING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, NTISLABPEU
THIS IS ONE OF A SERIES OF COURSES DESIGNED TO MEET THE EDUCATIONAL NEEDS OF PRIME SPONSOR STAFF MEMBERS EMPLOYED BY A STATE OR LOCAL AGENCY UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). THIS SPECIFIC COURSE IS INTENDED TO INTRODUCE STUDENTS TO THE FINANCIAL REPORTING REQUIREMENTS FOR CETA PRIME SPONSORS AND TO ENABLE THEM TO BETTER UNDERSTAND THE USE OF MANAGERIAL ACCOUNTING TECHNIQUES FOR INTERNAL MANAGEMENT PLANNING AND CONTROL. THE MONOGRAPH INCLUDES A DISCUSSION OF COURSE OBJECTIVES, A DETAILED OUTLINE OF THE TOPICS COVERED, A REVIEW OF THE TEACHING PEDAGOGY AND MATERIALS USED AS WELL AS A CASE STUDY AND ILLUSTRATIVE PRIME SPONSOR ACCOUNTING SYSTEM UTILIZED AS TEACHING AIDS.
NTIS: PB-272 463/1ST NTIS PRICES PC A03/MF A01

18 ACCURACY ANALYSIS FOR PROJECTIONS OF MANPOWER IN METROPOLITAN AREAS 1967
NORTON, JOHN HERBERT
GEORGE WASHINGTON UNIV., WASHINGTON, D. C.
NOTES: 84P
MANPOWER STUDIES, URBAN AREAS, LABOR, PREDICTION, CENSUS
THE DOCUMENT DISCUSSES THE RELIABILITY OF LABOR FORCE AND MANPOWER AVAILABILITY PREDICTIONS, USING CENSUS DATA AS A BASIS FOR FORECASTING.
NTIS: PB-192 073 CFSTI PRICES PC$6.00 MF$0.95

19 ACHIEVING MANPOWER GOALS THROUGH MORE EFFECTIVE EMPLOYER SERVICES PROGRAMS. FINAL REPORT. FEB 73
GIBLIN, EDWARD J.;LEVINE, LOUIS
APPLIED BEHAVIORAL RESEARCH, INC., GRAND RAPIDS, MICH.; MICHIGAN STATE DEPT. OF LABOR, DETROIT. MICHIGAN EMPLOYMENT SECURITY COMMISSION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 262P.
EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, JOB PLACEMENT, MANPOWER UTILIZATION, MODELS, OPERATIONS RESEARCH, RESEARCH PROJECTS, SYSTEMS DEVELOPMENT
THIS IS THE FIRST OF A 2-VOLUME FINAL REPORT OF A 20-MONTH RESEARCH AND DEVELOPMENT PROJECT CONDUCTED BY THE MICHIGAN STATE EMPLOYMENT SERVICE AGENCY AND A PRIVATE RESEARCH FIRM. THE PURPOSE OF THE PROJECT WAS TO DESIGN AND TEST INNOVATIVE METHODS OF INCREASING THE VOLUME AND QUALITY OF JOBS LISTED WITH THE EMPLOYMENT SERVICE. INCLUDED ARE (1) A DESCRIPTION OF THE PROBLEM INCLUDING STEPS TAKEN TO SOLVE IT AND THE RESULTING DEMONSTRATION MODEL, (2) THE QUANTITATIVE AND QUALITATIVE RESULTS OF THE DEMONSTRATION, (3) THE IMPLICATIONS FOR NEW POLICY AND PROGRAM DIRECTIONS, AND (4) A DISCUSSION OF AREAS REQUIRING FURTHER RESEARCH AND EXPERIMENTATION. THE SECOND VOLUME OF THE REPORT IS AVAILABLE AS VT 020 345 IN THIS ISSUE. (AUTHOR/SN)
ERIC: ED078175 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (NO PRICE QUOTED)

20 ACOMA RESERVATION MANPOWER RESOURCES. INDIAN MANPOWER RESOURCES IN THE SOUTHWEST A PILOT STUDY. OCCASIONAL PAPER NUMBER 5. 69
TAYLOR, BENJAMIN J.;CONNOR, DENNIS J.
ARIZONA STATE UNIV., TEMPE. COLL. OF BUSINESS ADMINISTRATION. ARIZONA STATE EMPLOYMENT SERVICE, PHOENIX.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 72P.; RELATED DOCUMENTS ARE ED 043 444, ED 043 445, ED 044 198
ACADEMIC ACHIEVEMENT, AGE, AMERICAN INDIANS, CONSUMER ECONOMICS, ECONOMIC FACTORS, FAMILY CHARACTERISTICS, INCOME, LABOR FORCE, LIVING STANDARDS, MANPOWER DEVELOPMENT, RESERVATIONS (INDIAN), SEX (CHARACTERISTICS), TABLES (DATA), UNEMPLOYMENT, WORK EXPERIENCE, ACOMA RESERVATION
THE PILOT STUDY REPORTED IN THIS MONOGRAPH IS PART OF A LARGER STUDY THAT INCLUDES DATA ON 5 SOUTHWESTERN AMERICAN INDIAN RESERVATIONS. ITS PRIMARY PURPOSE IS TO PROVIDE BASIC MANPOWER INFORMATION ESSENTIAL FOR PLANNING AND DEVELOPING EFFECTIVE SERVICES AND PROGRAMS FOR THE ACOMA PUEBLO INDIANS. MANPOWER RESOURCE CHARACTERISTICS ARE PRESENTED FOR AGE AND SEX, FAMILY CHARACTERISTICS, AND EDUCATIONAL ATTAINMENT. ALTHOUGH POPULATION REGISTERS MAINTAINED BY THE BUREAU OF INDIAN AFFAIRS LISTED 1,654 PEOPLE 16 YEARS OF AGE OR OLDER, WHEN A RANDOM SAMPLE OF 500 OF THESE NAMES WAS SELECTED, ONLY 275 COULD BE LOCATED ON THE RESERVATION. ON THE BASIS OF THIS, THE POPULATION 16 YEARS OF AGE AND OVER IS ESTIMATED AT 910 PEOPLE. IT IS NOTED THAT ABOUT 41 PERCENT OF THE ACOMA WORKING-AGE POPULATION ARE IN THE LABOR FORCE. INFORMATION IS PRESENTED ON SOURCES OF

(CONT.)

20 INCOME AND CONSUMATION PATTERNS. THE CONSUMPTION PATTERNS SHOW THAT ACOMA FAMILIES DEPEND HEAVILY UPON OFF-RESERVATION STORES FOR THEIR CONSUMER GOODS. A MAJOR CONCLUSION WAS THAT ACOMA SUCCESSES IN RAISING THEIR LEVEL OF LIVING WILL BE DEPENDENT UPON THEIR ABILITY TO OBTAIN OFF-RESERVATION EMPLOYMENT. (PS)
ERIC: ED089905 BUREAU OF BUSINESS AND ECONOMIC RESEARCH, ARIZONA STATE UNIVERSITY, TEMPE, AZ 85281 (FREE WHILE SUPPLY LASTS)

21 THE ACQUISITION OF STANDARD ENGLISH SPEECH HABITS USING SECOND-LANGUAGE TECHNIQUES AN EXPERIMENT IN SPEECH MODIFICATION AND GENERALIZATION IN THE VERBAL BEHAVIOR OF PRISON INMATES. FEB 70
MCKEE, JOHN M.;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTION CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.; NATIONAL INST. OF MENTAL HEALTH (DHEW), BETHESDA, MD.
NOTES: 96P.
COMMUNICATION SKILLS, CONTROL GROUPS, PRETESTS, PRISONERS, SELF CONCEPT, SOCIAL PROBLEMS, STATISTICAL ANALYSIS, VOCATIONAL EDUCATION
MANY PEOPLE TAKE FOR GRANTED THE USE OF LANGUAGE AS A TOOL FOR COPING WITH EVERYDAY OCCUPATIONAL AND SOCIAL PROBLEMS. HOWEVER, THERE ARE THOSE, SUCH AS PRISON INMATES, WHO HAVE DIFFICULTY USING LANGUAGE IN THIS MANNER. REALIZING THAT PRISON INMATES ARE NOT ALWAYS ABLE TO COMMUNICATE EFFECTIVELY THROUGH STANDARD PATTERNS OF SPEECH AND THUS ARE HAMPERED IN THEIR REHABILITATION EFFORTS, THIS PROJECT FOCUSED ON THE MODIFICATION OF THEIR SUBSTANDARD SPEECH HABITS . SUBJECTS WERE 21 DRAPER INMATES MATCHED ON THE BASIS OF PRE-ORAL USAGE TEST AND DIVIDED INTO TWO CONTROL GROUPS AND ONE EXPERIMENTAL GROUP. MEASURES WERE TAKEN AND PERCENTAGE CHANGE SCORES FROM PRE- TO POSTTREATMENT WERE EMPLOYED AS THE UNITS FOR ANALYTICAL PROCESSING. A MAJOR FINDING WAS THAT ALL EXPERIMENTAL INMATES SHOWED INCREMENTS THAT AVERAGED 36 PERCENT WHILE A MAJORITY OF THE CONTROL INMATES SHOWED SLIGHT TO MODERATE DECREMENTS AVERAGING 6 PERCENT. IN CONCLUDING IT WAS NOTED THAT THE SPEECH INTERVENTION DRILLS AND DISCUSSIONS WERE DIRECTLY EFFECTIVE IN MODIFYING ORAL USAGE AND INDIRECTLY EFFECTIVE BY WAY OF GENERALIZATION OF TRAINING IN SIMILAR AND DISSIMILAR BEHAVIORAL AREAS. (AUTHOR/JS)
ERIC: ED042006

22 THE ACT CAREER PLANNING PROGRAM JAN 73
HEALY, CHARLES C.
MEASUREMENT AND EVALUATION IN GUIDANCE;5;4;509-512
CAREER PLANNING, HIGH SCHOOL GRADUATES, INTEREST TESTS, OCCUPATIONAL CHOICE, OCCUPATIONAL INFORMATION, RATING SCALES, STUDENT CHARACTERISTICS
THE CPP IS A SET OF TESTS AND INVENTORIES DESIGNED TO HELP STUDENTS WHO ARE MAKING CAREER PLANS TO USE INFORMATION ABOUT THEIR MEASURED APTITUDES, INVENTORIED INTERESTS, SELF-REPORTED COMPETENCIES, VALUES, AND GRADES. THE TESTS AND INVENTORIES WERE ESPECIALLY CONSTRUCTED AND NORMED FOR STUDENTS CONSIDERING JUNIOR COLLEGE AND VOCATIONAL-TECHNICAL TRAINING PROGRAMS. (AUTHOR)
ERIC: EJ070990

23 AN ACT TO AMEND THE YOUTH CONSERVATION CORPS ACT OF 1972 TO EXPAND AND MAKE PERMANENT THE YOUTH CONSERVATION CORPS, AND FOR OTHER PURPOSES. 3 SEP 74
CONGRESS OF THE U.S., WASHINGTON, D.C.
NOTES: 4P.
CONSERVATION (ENVIRONMENT), EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, NATURAL RESOURCES, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS, YOUTH CONSERVATION CORPS ACT 1970 AMENDMENT
THE DOCUMENT IS A COPY OF PUBLIC LAW 93-408 ENACTED BY THE 93RD CONGRESS, SEPTEMBER 3, 1974 TO AMEND THE YOUTH CONSERVATION CORPS ACT OF 1970 IN ORDER TO EXPAND AND MAKE PERMANENT THE YOUTH CONSERVATION CORPS. THE AMENDED PROVISIONS DEAL WITH POLICY AND PURPOSES OF THE CORPS, AND QUALIFICATIONS, EQUAL OPPORTUNITY, EMPLOYMENT, AND TERM OF EMPLOYMENT OF THE PARTICIPANTS. THE DUTIES AND FUNCTIONS OF THE SECRETARY OF THE INTERIOR AND THE SECRETARY OF AGRICULTURE IN CARRYING OUT THE ACT ARE OUTLINED. THEY INVOLVE REGULATIONS, AVAILABILITY OF CORPS FACILITIES NOT IN USE TO EDUCATIONAL INSTITUTIONS, COST RESPONSIBILITY, USE OF UNOCCUPIED FEDERAL FACILITIES AND SURPLUS EQUIPMENT, AND CONTRACT AUTHORITY. PROVISIONS CONCERNING THE GRANT PROGRAM FOR STATE PROJECTS INCLUDE APPLICATION REQUIREMENTS AND APPROVAL AND GRANT LIMITATION, PAYMENTS AND APPROPRIATION PERCENTAGE. ALSO COVERED BY THE AMENDMENT ARE SECRETARIAL REPORTS AND AUTHORIZATION OF APPROPRIATIONS. (MS)
ERIC: ED117337

24 AN ACT TO AMEND TITLE 38, UNITED STATES CODE, TO INCREASE VOCATIONAL REHABILITATION SUBSISTENCE ALLOWANCES, EDUCATIONAL AND TRAINING ASSISTANCE ALLOWANCES, AND SPECIAL ALLOWANCES PAID TO ELIGIBLE VETERANS AND PERSONS UNDER CHAPTERS 31, 34, AND 35 OF SUCH TITLE; ETC. 3 DEC 74
CONGRESS OF THE U.S., WASHINGTON, D.C.
NOTES: 26P.
EDUCATIONAL LEGISLATION, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FINANCIAL SUPPORT, PROGRAM IMPROVEMENT, VETERANS, VETERANS EDUCATION, VOCATIONAL REHABILITATION, VIETNAM ERA VETERANS READJUSTMENT ASSISTANCE ACT, VIETNAM VETERANS
THE DOCUMENT IS A COPY OF PUBLIC LAW 93-508 ENACTED BY THE 93RD CONGRESS, DECEMBER 3, 1974 TO AMEND TITLE 38, UNITED STATES CODE, CITED AS THE VIETNAM ERA VETERANS READJUSTMENT ASSISTANCE ACT OF 1974, IT PROVIDES FOR INCREASED VOCATIONAL

(CONT.)

24 REHABILITATION SUBSISTENCE ALLOWANCES, EDUCATIONAL AND TRAINING ASSISTANCE ALLOWANCES, AND SPECIAL ALLOWANCES PAID TO ELIGIBLE VETERANS AND PERSONS: IMPROVED AND EXPANDED SPECIAL PROGRAMS FOR EDUCATIONALLY DISADVANTAGED VETERANS AND SERVICEMEN: IMPROVED AND EXPANDED VETERAN-STUDENT SERVICES PROGRAM: ESTABLISHMENT OF AN EDUCATION LOAN PROGRAM FOR VETERANS AND OTHER PERSONS ELIGIBILE FOR BENEFITS: OTHER IMPROVEMENTS IN THE EDUCATIONAL BENEFITS: EMPLOYMENT OF VETERANS AND THE WIVES AND WIDOWS OF CERTAIN VETERANS BY IMPROVING AND EXPANDING THE PROVISIONS GOVERNING THE OPERATION OF THE VETERANS EMPLOYMENT SERVICES BY INCREASING THE EMPLOYMENT OF VETERANS BY FEDERAL CONTRACTORS AND SUBCONTRACTORS, AND BY PROVIDING FOR AN ACTION PLAN FOR EMPLOYMENT OF DISABLED AND VIETNAM ERA VETERANS WITHIN THE FEDERAL GOVERNMENT: AND CODIFICATION AND EXPANSION OF VETERANS REEMPLOYMENT RIGHTS. (AUTHOR/MS)
ERIC: ED116001

25 AN ACT TO PROVIDE EMPLOYMENT AND TRAINING OPPORTUNITIES FOR YOUTH, AND TO PROVIDE FOR OTHER IMPROVEMENTS IN EMPLOYMENT AND TRAINING PROGRAMS. PUBLIC LAW 95-93. 95TH CONGRESS. 5 AUG 77
CONGRESS OF THE U.S., WASHINGTON, D.C.
NOTES: 27P.
CONSERVATION (ENVIRONMENT), DEMONSTRATION PROJECTS, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, JOB DEVELOPMENT, JOB TRAINING, LABOR LEGISLATION, PUBLIC SERVICE OCCUPATIONS, YOUNG ADULTS, YOUTH, YOUTH EMPLOYMENT, YOUNG ADULT CONSERVATION CORPS, YOUTH EMPLOYMENT AND DEMONSTRATION PROJECTS ACT
ENACTED BY CONGRESS IN AUGUST 1977 TO PROVIDE EMPLOYMENT AND TRAINING OPPORTUNITIES FOR YOUTH AND TO PROVIDE FOR OTHER IMPROVEMENTS IN EMPLOYMENT AND TRAINING PROGRAMS, THIS ACT IS CITED AS THE YOUTH EMPLOYMENT AND DEMONSTRATION PROJECTS ACT OF 1977. IT HAS THREE TITLES. TITLE I--YOUNG ADULT CONSERVATION CORPS--AMENDS THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 BY ADDING THIS TITLE TO ESTABLISH THE CORPS TO PROVIDE EMPLOYMENT AND OTHER BENEFITS TO YOUTHS WHO WOULD NOT OTHERWISE BE CURRENTLY PRODUCTIVELY EMPLOYED, THROUGH A PERIOD OF SERVICE DURING WHICH THEY ENGAGE IN USEFUL CONSERVATION WORK AND ASSIST IN COMPLETING OTHER PROJECTS OF A PUBLIC NATURE ON FEDERAL AND NONFEDERAL PUBLIC LANDS AND WATERS. TITLE II--YOUTH EMPLOYMENT DEMONSTRATION PROGRAMS--AMENDS TITLE II OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 BY ADDING A PART C TO ESTABLISH A VARIETY OF EMPLOYMENT, TRAINING, AND DEMONSTRATION PROGRAMS TO EXPLORE METHODS OF DEALING WITH STRUCTURAL UNEMPLOYMENT PROBLEMS OF THE NATIONS YOUTH. SUBPARTS COVER YOUTH INCENTIVE ENTITLEMENT PILOT PROJECTS, YOUTH COMMUNITY CONSERVATION AND IMPROVEMENT PROJECTS, AND YOUTH EMPLOYMENT AND TRAINING PROGRAMS. TITLE III CONTAINS MISCELLANEOUS PROVISIONS INCLUDING TRANSFER OF FUNDS AND WAIVERS OF FUND LIMITATIONS. (JT)
ERIC: ED143357

26 ACTING AFFIRMATIVELY TO END JOB BIAS 1975
BUSINESS WEEK, NO.2365, JAN 27, 1975, P. 94+.
AFFIRMATIVE ACTION, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, MINORITIES, RECRUITMENT, SURVEY
SURVEY OF PROGRESS OF COMPLIANCE WITH AFFIRMATIVE ACTION PROGRAMS.
MGMT: BWE75A2794

27 ACTION FOR EMPLOYMENT, A DEMONSTRATION NEIGHBORHOOD MANPOWER PROJECT. FINAL REPORT. FEB66
ACTION-HOUSING, INC., PITTSBURGH, PA.
NOTES: 81P.
ADULT COUNSELING, COMMUNITY ACTION, COUNSELOR TRAINING, DISADVANTAGED YOUTH, EMPLOYMENT OPPORTUNITIES, EVALUATION, INTERAGENCY COOPERATION, MOTIVATION, NEIGHBORHOOD CENTERS, PARTICIPANT CHARACTERISTICS, RECRUITMENT, SELECTION, UNEMPLOYED, VOCATIONAL COUNSELING, VOLUNTEERS, VOLUNTEER TRAINING, ACTION HOUSING, PITTSBURGH
A 1-YEAR DEMONSTRATION PROJECT STUDIED A NEIGHBORHOOD-BASED SYSTEM IN WHICH VOLUNTEER NEIGHBORHOOD COUNSELORS HELPED UNEMPLOYED AND UNDEREMPLOYED YOUNG MEN THROUGH A JOB TRAINING PROGRAM AND INTO EMPLOYMENT. A MID-WAY REPORT CONCENTRATED ON RECRUITMENT AND TRAINING. THIS FINAL REPORT CONCENTRATES ON THE ROLE OF THE VOLUNTEER AND ON THE DEVELOPMENT OF A NEIGHBORHOOD SUPPORT SYSTEM FOR TRAINING AND EMPLOYMENT. VOLUNTEERS HELPED THE PROFESSIONAL STAFF OF THE NEIGHBORHOOD EMPLOYMENT CENTER RECRUIT AND INTERVIEW TRAINEES, THEY COUNSELED THEM THROUGH THE TRAINING PERIOD AND ASSISTED IN GETTING THEM JOBS. THE PROJECT SHOWED THAT INDIGENOUS, NONPROFESSIONAL NEIGHBORHOOD PEOPLE COULD BE TRAINED TO CARRY OUT SOME PROFESSIONAL EMPLOYMENT FUNCTIONS. WOMEN MADE THE BEST INTERVIEWERS, BUT WERE RELUCTANT TO MAKE HOME VISITS, WHILE MEN WERE MORE SUCCESSFUL AS COUNSELORS. CERTAIN CHARACTERISTICS SEEM TO MAKE FOR SUCCESS--SUCH AS MATURITY, MARRIAGE, A LONG TERM, STEADY JOB, AND PREVIOUS COMMUNITY VOLUNTEER WORK. REASONS FOR TRAINEES STAYING IN THE TRAINING PROGRAM WERE COUNSELOR SUPPORT, MOTIVATION, EXCELLENT TEACHERS, TRAINING ALLOWANCE, AND NEIGHBORHOOD SUPPORT. REASONS FOR DROPPING OUT WERE DISLIKE OF SCHOOL SITUATION, LACK OF MOTIVATION, AND NO TRAINING ALLOWANCE. THIS DOCUMENT IS ALSO AVAILABLE FROM ACTION-HOUSING, INC., NUMBER TWO GATEWAY CENTER, PITTSBURGH, PENNSYLVANIA 15222. (EB)
ERIC: ED011994

28 ACTIVITY PATTERNS OF MIDDLE CLASS WOMEN IN THEIR MID YEARS--WITH IMPLICATIONS FOR ADULT EDUCATION. 67
ROSENSTEIN, BETTY L.
CALIFORNIA UNIV., LOS ANGELES.

(CONT.)

ACTIVITIES, ADULT CHARACTERISTICS, ADULT EDUCATION, AGE DIFFERENCES, BIBLIOGRAPHIES, DOCTORAL THESES, EDUCATIONAL BACKGROUND, FEMALES, MIDDLE CLASS, MOTIVATION, QUESTIONNAIRES, SOCIOCULTURAL PATTERNS, STATISTICAL DATA, SURVEYS, WORK ATTITUDES

AN INVESTIGATION OF THE INTERRELATIONSHIPS OF WOMEN, THEIR LIFE STYLE AND PAST EDUCATIONAL EXPERIENCES, WAS MADE OF WOMEN BETWEEN 21 AND 72 YEARS OF AGE. MAILED QUESTIONNAIRES OBTAINED DATA FROM 337 RESPONDENTS ON WHAT THEY WERE DOING AND WHY, IF THEY LIKED WHAT THEY WERE DOING, AND HOW PAST EDUCATIONAL EXPERIENCES INFLUENCED THEIR ACTIVITIES. MOST WOMEN WERE SATISFIED WITH THEIR ACTIVITIES IN HOMEMAKING AND HELPING HUSBANDS. OTHER ACTIVITIES VARIED ACCORDING TO AGE AND EDUCATIONAL LEVELS AND WERE ENGAGED IN FOR PERSONAL SATISFACTION AND GRATIFICATION. DEFINITE RELATIONSHIPS WERE ESTABLISHED BETWEEN EDUCATIONAL LEVELS AND CONTINUING EDUCATION PLANS, NON HOMEMAKING ACTIVITIES, AND IMPORTANCE OF ROLES OUTSIDE OF THE HOME. RELATIONSHIPS WERE ALSO FOUND BETWEEN COLLEGE MAJOR AND SATISFACTION WITH HIGHER EDUCATION, VOLUNTEER WORK, AND NATURE OF PRESENT OCCUPATION. ADULT EDUCATION ATTRACTED THE MOST WOMEN IN COMPARISON WITH OTHER EDUCATIONAL EXPERIENCES. AMONG THE 46-50 YEAR OLDS, PARTICULARLY, NEGATIVE ATTITUDES WERE OBSERVED TOWARD ALL ACTIVITIES EXCEPT JOBS AND HELPING HUSBANDS. THIS ED.D. THESIS IS AVAILABLE FROM UNIVERSITY MICROFILMS, ANN ARBOR, MICH. MICROFILM $3.45, XEROGRAPHY $12.15, 266 PAGES. (AUTHOR/ET)

ERIC: ED019549

29 ACTUAL VERSUS POTENTIAL IMPACT OF GOVERNMENT ANTIDISCRIMINATION PROGRAMS 1976

FLANAGAN, R.J.

INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.29, NO.4, JULY 1976, P. 486-507.

AFFIRMATIVE ACTION, EMPLOYMENT POLICY, FEDERAL GOVERNMENT, GOVERNMENT AGENCY, GOVERNMENT CONTRACTS, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LABOR MARKET, MINORITIES, STATISTICS

PART OF A SYMPOSIUM EVALUATING THE FEDERAL CONTRACT COMPLIANCE PROGRAM. A REVIEW OF SEVERAL ATTEMPTS TO MEASURE THE IMPACT OF THE U.S. DEPARTMENT OF LABORS OFFICE OF FEDERAL CONTRACT COMPLIANCE INDICATES THE EFFECT IS PROBABLY SMALL. MUCH OF THE PRESUMED IMPACT IS CONFUSED WITH CHANGES IN GENERAL LABOR MARKET CONDITIONS, GEOGRAPHICAL SHIFTS, ETC.

MGMT: ILR7630436

30 ADAPTATION AND EMPLOYMENT OF SPECIAL GROUPS OF MANPOWER. IMPLEMENTING AN ACTIVE MANPOWER POLICY: CONCLUSIONS OF THE MANPOWER AND SOCIAL AFFAIRS COMMITTEE. JAN 68

ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).

NOTES: 49P.

ADMINISTRATIVE POLICY, BIBLIOGRAPHIES, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, GUIDELINES, MANPOWER UTILIZATION, OLDER ADULTS, RELOCATION, RETRAINING, WORKING WOMEN, RURAL TO URBAN MIGRANTS

CONCLUSIONS ARE PRESENTED INDICATING THE ROLE WHICH PUBLIC BODIES, EMPLOYERS, TRADE UNIONS, AND OTHER PRIVATE GROUPS CAN PLAY IN IMPROVING THE EMPLOYMENT OPPORTUNITIES OF SPECIAL GROUPS, SUCH AS OLDER WORKERS, WORKERS WITH FAMILY RESPONSIBILITIES, AND WORKERS OF RURAL ORIGIN ENGAGED IN NON-AGRICULTURAL EMPLOYMENT. BECAUSE OF THE INCREASING NUMBER OF OLDER WORKERS IN THE LABOR FORCE AND PARTICULARLY IN INDUSTRIALIZED COUNTRIES, SPECIALLY ORGANIZED EMPLOYMENT PROGRAMS WHICH ADDRESS THE PROBLEMS OF MAXIMUM AGE LIMITS, JOB REDESIGN, AND EMPLOYMENT SERVICES ARE DISCUSSED. THE COMMITTEE CONCLUDED THAT THE RE-ENTRY OF MANY WOMEN INTO THE LABOR FORCE IS DEPENDENT UPON CHANGING PUBLIC ATTITUDES, PROVIDING ADEQUATE COMMUNITY SERVICES, AND APPROPRIATE ADULT TRAINING. CONCERNING NON-AGRICULTURALLY EMPLOYED RURAL-TO-URBAN MIGRANTS AND THEIR DEPENDENTS, ASSISTANCE IN MOBILITY AND ADJUSTMENT PROVISIONS SHOULD BE INCORPORATED INTO NATIONAL MANPOWER POLICIES, PARTICULARLY WHERE THE SIZE OF THIS MIGRANT POPULATION IS SIGNIFICANT. (CH)

ERIC: ED032403

31 ADAPTATION AND TRAINING OF RURAL WORKERS FOR INDUSTRIAL WORK, CO-ORDINATION OF RESEARCH. DEC 62

BARBICHON, GUY

NOTES: 142P.

ADJUSTMENT (TO ENVIRONMENT), AGRICULTURAL LABORERS, BIBLIOGRAPHIES, CHANGE AGENTS, CONFERENCES, ECONOMIC DEVELOPMENT, INDUSTRIALIZATION, INDUSTRY, MIGRATION PATTERNS, MOBILITY, OCCUPATIONAL MOBILITY, RESEARCH METHODOLOGY, RESEARCH PROPOSALS, RESEARCH REVIEWS (PUBLICATIONS), VOCATIONAL ADJUSTMENT, FRANCE, GERMANY, ITALY, NETHERLANDS, NORWAY, SWEDEN

THE CONFERENCE ORGANIZED BY THE EUROPEAN PRODUCTIVITY AGENCY IN SEPTEMBER 1960 AND SUBSEQUENT MEETINGS ARRANGED BY THE ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT GAVE THE REPRESENTATIVES OF WORKERS, EMPLOYERS, ADMINISTRATORS, AND RESEARCH WORKERS OF MANY EUROPEAN COUNTRIES THE OPPORTUNITY TO EXCHANGE INFORMATION ON THE KNOWLEDGE ACQUIRED AND THE STUDIES UNDERWAY ON THE MOVEMENT OF RURAL WORKERS TO INDUSTRY. MOBILITY OF AGRICULTURAL MANPOWER IS AN IMPORTANT FACET OF THE PROBLEM OF GENERAL MOBILITY OF THE TOTAL ACTIVE POPULATION IN THE COURSE OF ECONOMIC DEVELOPMENT. ON THE ONE HAND, MOBILITY IS DESIRABLE IN ORDER TO REDUCE THE DEGREE OF UNDER-EMPLOYMENT IN AGRICULTURE AND, ON THE OTHER HAND, THE GROWTH OF NON-AGRICULTURAL ENTERPRISE NEEDS TO DRAW UPON THE AGRICULTURAL POPULATION FOR A SUPPLY OF LABOR. TO IMPROVE ECONOMIC CONDITIONS THE CONCURRENT DEVELOPMENT OF BOTH THE AGRICULTURAL AND NON-AGRICULTURAL SECTORS OF THE ECONOMY AND AGRICULTURAL POLICY MUST BE CLOSELY INTEGRATED WITH GENERAL ECONOMIC POLICY. THE APPENDIXES INCLUDE NATIONAL BIBLIOGRAPHICAL REFERENCES AND SUMMARIES OF NATIONAL RESEARCH ON THE PROBLEMS OF ADAPTATION AND TRAINING OF RURAL

(CONT.)

31 WORKERS IN GERMANY, FRANCE, ITALY, NORWAY, THE NETHERLANDS, AND SWEDEN, AND PROJECT PROPOSALS FOR INTERNATIONAL RESEARCH ON THE TOPIC. (HC)
AIM/ARM: VT005050

32 ADAPTING PROFESSIONAL MANPOWER FROM AEROSPACE TO URBAN GOVERNMENT. FINAL REPORT. 31 AUG 72
WHEATON, WILLIAM L. C.;AND OTHERS
CALIFORNIA UNIV., BERKELEY. EXTENSION DIV. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 226P.; REPORT OF THE AEROSPACE ORIENTATION PROGRAM, UNIVERSITY OF CALIFORNIA AT BERKELEY
AEROSPACE INDUSTRY, CAREER CHANGE, CAREER PLANNING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, FOLLOWUP STUDIES, GOVERNMENT EMPLOYEES, JOB PLACEMENT, OCCUPATIONAL MOBILITY, ORIENTATION, PROFESSIONAL PERSONNEL, RETRAINING, WORK ENVIRONMENT
THE COMBINED EFFORT TO FIRST ORIENT, AND THEN PLACE, 185 UNEMPLOYED AEROSPACE PROFESSIONALS INTO STATE AND LOCAL GOVERNMENT JOBS IS ANALYZED. TWELVE MONTHS AFTER PLACEMENT ACTIVITIES COMMENCED, 80% OF THE PROGRAM PARTICIPANTS ARE REPORTED AS NOW EMPLOYED, WITH 70% EMPLOYED IN STATE/LOCAL JURISDICTIONS. PREVIOUS DECISION MAKING EXPERIENCE BY THE PARTICIPANT SEEMS TO BE A PRINCIPAL REQUISITE FOR SUCCESSFUL CAREER TRANSFER. LOCAL GOVERNMENT ADMINISTRATIVE INNOVATIONS ALSO APPEAR TO FOSTER SUCCESSFUL TRANSFER FOR EX-AEROSPACE PERSONNEL. FOLLOW-UP INTERVIEWS AFTER SIX AND NINE MONTHS OF PLACEMENT INDICATE HOW MOST OF THE TRAINEES HAVE ADAPTED TO A NEW ENVIRONMENT AND HOW THEIR SKILLS CAN BE TRANSFERRED FROM THE PRIVATE TO THE PUBLIC SECTOR. THE ONE MONTH ORIENTATION PERIOD AT BERKELEY IS SEEN AS AN IMPORTANT SERVICE TO THE PARTICIPANTS IN ASSISTING THEIR CAREER TRANSFER. (AUTHOR)
ERIC: ED083374 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 622, MF $1.45, HC $3.00)

33 ADAPTING THE WIN EMPLOYABILITY ORIENTATION PROGRAM TO THE NEEDS OF A MEDIUM-SIZED COMMUNITY BELLINGHAM, WASHINGTON 70 MAR
MILLER, KEITH L.
J EMPLOYMENT COUNSELING;7:1:9-12
COMMUNITY CHARACTERISTICS, COMMUNITY PROGRAMS, EMPLOYMENT POTENTIAL, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT SERVICES, GROUP COUNSELING, MANPOWER DEVELOPMENT, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS
DESCRIBES PROGRAM INSTITUTED TO FULFILL ORIENTATION COMPONENT OF WORK INCENTIVE PROGRAM (WIN), BUT ADAPTED TO MEET REALITIES AND NEEDS OF THE COMMUNITY. CERTAIN ELEMENTS OF GROUP COUNSELING HAVE BEEN INCORPORATED. SALIENT FEATURES ARE IDENTIFIED FOR PURPOSE OF ILLUSTRATING WHAT CAN BE DONE AT LOCAL LEVEL. (AUTHOR/EK)
ERIC: EJ016957

34 THE ADDICT AND EX-ADDICT IN THE WORLD OF WORK JOB FINDING EXPERIENCES AND PERFORMANCE IN EMPLOYMENT. FINAL REPORT. JUN 75
GOLDENBERG, I. IRA
MASSACHUSETTS ADVOCACY CENTER, BOSTON. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-21-25-74-15
NOTES: 214P.
DRUG ADDICTION, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, JOB SATISFACTION, JOB SKILLS, JOB TRAINING, MALES, MINORITY GROUPS, PERSONNEL SELECTION, PROGRAM EFFECTIVENESS, REHABILITATION PROGRAMS, RESEARCH, URBAN AREAS, MASSACHUSETTS, MASSACHUSETTS (BOSTON), NEW YORK, NEW YORK (NEW YORK)
THE PURPOSE OF THE STUDY WAS TO INVESTIGATE THREE SEPARATE ASPECTS OF THE PROCESS BY WHICH EX-ADDICTS-IN-TREATMENT ARE PREPARED FOR, ENTER INTO, AND FUNCTION IN THE WORLD OF WORK. THESE ASPECTS WERE THE ACTUAL LABOR MARKET CONDITIONS IN TWO DIFFERENT URBAN SETTINGS--NEW YORK CITY AND THE GREATER BOSTON AREA; THE SPECIFIC INSTITUTIONAL SUPPORTS AVAILABLE TO EX-ADDICTS AND ADDICTS-IN-TREATMENT AS THOSE SUPPORTS ARE PERCEIVED BY BOTH CLIENTS AND PROVIDERS OF SERVICE; AND AN ANALYSIS, BY EMPLOYERS, OF THE PERFORMANCE AND BEHAVIOR OF EX-ADDICTS AND ADDICTS-IN-TREATMENT ONCE THEY HAVE SECURED EMPLOYMENT. SURVEYS WERE TAKEN TO DEFINE THE PRACTICES OF DRUG TREATMENT PROGRAMS. IN ADDITION, A QUESTIONNAIRE WAS DEVELOPED TO ISOLATE THE KEY EMPLOYMENT RELATED ISSUES AND PRACTICES THAT COMPRISE CLIENTS AND PROVIDERS OF SERVICE PERCEPTIONS OF THE REHABILITATIVE SITUATION. FINALLY, THROUGH THE DEVELOPMENT OF A SPECIFIC RELATIONSHIP WITH PACT (PROVIDE ADDICTS CARE TODAY), THE JOB-RELATED BEHAVIOR OF EX-ADDICTS AND ADDICTS-IN-TREATMENT WAS ASSESSED. RESULTS INDICATED THAT (1) THE TWO URBAN LABOR MARKETS EXAMINED OFFER ONLY LIMITED OPTIONS FOR MEANINGFUL, REMUNERATIVE, AND STABLE EMPLOYMENT, (2) DRUG TREATMENT PROGRAMS, DESPITE STATED PRIORITIES INVOLVING PREPARATION FOR EMPLOYMENT, ARE NEITHER STRUCTURED, FUNDED, NOR STAFFED TO ADEQUATELY PROVIDE CONCRETE EMPLOYMENT RELATED SERVICES, (3) CLIENTS RELY MORE ON THEIR OWN RATHER LIMITED RESOURCES IN ORDER TO GAIN EMPLOYMENT, AND (4) EX-ADDICTS WHO ARE HIRED AND RETAINED ARE RATED BY EMPLOYERS AS ABOVE AVERAGE IN PERFORMANCE, COMPARED TO NON-ADDICTS. (SH)
ERIC: ED135998 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

35 ADJECTIVE CHECKLIST FOLLOW-UP QUESTIONNAIRE. 15 JUL 68
JOSEPH, M. P.;ALMEN, R. E.
MINNEAPOLIS PUBLIC SCHOOLS, MINN. WORK OPPORTUNITY CENTER.
NOTES: 22P.

(CONT.)

35 ASPIRATION, FOLLOWUP STUDIES, INDIVIDUAL DEVELOPMENT, JOB SATISFACTION, JOB TRAINING, SELF CONCEPT, SELF ESTEEM, SELF EVALUATION, VOCATIONAL TRAINING CENTERS
AFTER A PERIOD OF TIME IN THE WORK OPPORTUNITY CENTER (WOC) TRAINING PROGRAM IN MINNEAPOLIS, MINNESOTA, 32 BOYS AND 22 GIRLS WERE RE-ADMINISTERED A SELF-ATTITUDE CHECKLIST TO DETERMINE ANY CHANGES IN SELF-PERCEPTION. APPROXIMATELY 60(MADE IMPROVEMENTS. AT THE TIME, THE 54 INDIVIDUALS RESPONDED TO A QUESTIONNAIRE SOLICITING INFORMATION AND COMMENTS REGARDING THEIR ACTIVITIES, PROGRESS, AND GOALS. SOME 56(WERE EMPLOYED AT LEAST PART-TIME AND A LARGE NUMBER OF THOSE EMPLOYED WERE ALSO ATTENDING WOC. A SIGNIFICANTLY LARGER PROPORTION OF THOSE BOTH IN SCHOOL AND WORKING MADE GAINS RATHER THAN LOSSES IN THEIR SELF-PERCEPTION SCORES. MORE WERE AT LEAST REASONABLY SATISFIED WITH THEIR ACTIVITIES THAN WERE NOT. THE GROUP FELT ON THE AVERAGE, THAT THEY HAD GAINED IN PROGRESS TOWARD BECOMING THE PERSON THEY MOST WANTED TO BE. (BP)
ERIC: ED027575

36 ADJUSTMENT OF RURAL YOUTH TO URBAN ENVIRONMENTS. 23OCT67
BATTLE, MARK
NOTES: 5P.
EMPLOYMENT OPPORTUNITIES, PERSONAL ADJUSTMENT, PERSONAL INTERESTS, RURAL URBAN DIFFERENCES, RURAL YOUTH, SELF CONCEPT, URBAN YOUTH, YOUTH AGENCIES, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS
WITHIN THE DEFINITION OF RURAL YOUTH ARE FOUND YOUNG PEOPLE FROM FARMS, MIGRANT STREAMS, SMALL COMMUNITIES, AND ISOLATED HILLS IN APPALACHIA. YET, A COMMONALITY FOUND IS THAT THEY ARE YOUTH AND AS SUCH THEY SHOULD BE DEALT WITH AS TOTAL PERSONS AND NOT AS GROUPS. GOOD EMPLOYMENT PREPARATION PROGRAMS, SUCH AS THE U. S. DEPARTMENT OF LABORS PACKAGE, SHOULD BE COMPREHENSIVE, YET PEOPLE-ORIENTED. THE SUCCESS OF ANY YOUTH, RURAL OR URBAN, IN FINDING A SATISFYING ROLE IN LIFE IS NOT DEPENDENT UPON HIS BACKGROUND AS MUCH AS THE PEOPLE WHO HAVE AND WILL INFLUENCE HIM. THIS SPEECH WAS PRESENTED AT THE NATIONAL OUTLOOK CONFERENCE ON RURAL YOUTH, OCTOBER 23-26, 1967, WASHINGTON, D. C., SPONSORED JOINTLY BY THE U. S. DEPARTMENTS OF AGRICULTURE, HEALTH, EDUCATION, AND WELFARE, INTERIOR, AND LABOR, OEO, AND THE PRESIDENTS COUNCIL ON YOUTH OPPORTUNITY. (SF)
ERIC: ED015073

37 ADMINISTRATION AND COUNSELING. MANPOWER EDUCATION MONOGRAPH SERIES, VOLUME IV. 31 JUL 72
HIGHER EDUCATION DEVELOPMENT FUND, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 66P.
COLLEGE PREPARATION, DROPOUTS, EDUCATIONAL ADMINISTRATION, GUIDANCE PROGRAMS, HIGH SCHOOL GRADUATES, INNER CITY, MANPOWER DEVELOPMENT, POST HIGH SCHOOL GUIDANCE, POST SECONDARY EDUCATION, PROGRAM ADMINISTRATION, SECONDARY EDUCATION, TECHNICAL OCCUPATIONS, VOCATIONAL EDUCATION, CAP, COLLEGE ADAPTER PROGRAM, NEW YORK CITY
THE COLLEGE ADAPTER PROGRAM (CAP) IS A PROGRAM TO TRAIN INNER-CITY YOUNG MEN AND WOMEN WITH HIGH POTENTIAL FOR POST-SECONDARY TECHNICAL TRAINING. THESE YOUNG MEN AND WOMEN EITHER HAVE DROPPED OUT OF HIGH SCHOOL, OR HAVE BEEN INSUFFICIENTLY PREPARED IN HIGH SCHOOL FOR FURTHER EDUCATIONAL TRAINING. THE ADMINISTRATION MONOGRAPH IS A STATEMENT OF THOSE CONSIDERATIONS, OBJECTIVES, AND PROCEDURES THAT THE CAP STAFF BELIEVES ARE IMPORTANT FOR AN EFFICIENT ADMINISTRATIVE EFFORT. THE PRIMARY PURPOSE OF THE ADMINISTRATION MONOGRAPH IS TO PRESENT SOME PRACTICAL SUGGESTIONS FOR METHODS TO DEVELOP A VIABLE ADMINISTRATION, ALL OF WHICH HAVE PROVEN IN CAP, AND MODELS THAT CAN BE ADAPTED TO OTHER PROGRAMS. THE SUGGESTIONS THAT THE CAP STAFF BELIEVES ARE IMPORTANT FOR AN EFFECTIVE ADMINISTRATION ARE PRESENTED HERE AN OPERATIONAL OVERVIEW: STRUCTURING STAFF RESPONSIBILITIES: HIRING TEACHING STAFF: PROVIDING FOR RESPONSIVE CHANGES: PROPORTIONING TIME TO COURSES: AND, SETTING UP WEEKLY SCHEDULES OF TRAINING. THE COUNSELING MONOGRAPH IS A STATEMENT OF THOSE CONSIDERATIONS, OBJECTIVES, AND PROCEDURES THAT THE CAP STAFF BELIEVES ARE IMPORTANT FOR AN EFFECTIVE COUNSELING PROGRAM. THE PRIMARY PURPOSE OF THE COUNSELING MONOGRAPH IS TO PRESENT SOME PRACTICAL SUGGESTIONS FOR METHODS TO DESIGN A COMPREHENSIVE COUNSELING PROGRAM, ALL OF WHICH HAVE PROVEN SUCCESSFUL IN CAP, AND CONSIDERATIONS THAT CAN BE ADAPTED TO OTHER PROGRAMS. SAMPLE STUDENT SCHEDULES AND ATTENDANCE AND PROGRESS SHEETS ARE INCLUDED. (AUTHOR/JM)
ERIC: ED074184

38 ADMINISTRATORS MEMO YOUTH TUTORING YOUTH. 68
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. 42-7-001-34
NOTES: 20P.
AFTER SCHOOL TUTORING, CROSS AGE TEACHING, DISADVANTAGED YOUTH, DROPOUT PREVENTION, EDUCATIONAL INTEREST, EFFECTIVE TEACHING, PROGRAM DESCRIPTIONS, PUBLIC RELATIONS, SCHOOL COMMUNITY RELATIONSHIP, STUDENT TEACHER RELATIONSHIP, TUTORIAL PROGRAMS, UNDERACHIEVERS, URBAN EDUCATION, DISTRICT OF COLUMBIA, NEWARK, PHILADELPHIA
THIS MANUAL, DESIGNED FOR THE USE OF ADMINISTRATORS IN IMPLEMENTING A YOUTH TUTORING YOUTH PROGRAM (DEVELOPED TO ENCOURAGE POSITIVE ATTITUDES IN TUTORS TOWARDS GOING TO SCHOOL, HOLDING JOBS, AND HELPING OTHERS), OUTLINES THE EMPLOYMENT OF UNDERACHIEVING, DISADVANTAGED 14- AND 15-YEAR-OLD NEIGHBORHOOD YOUTH CORPS ENROLLEES AS TUTORS FOR ELEMENTARY SCHOOL CHILDREN. THE INTRODUCTORY SECTION ON SELLING THE CONCEPT DESCRIBES SOME OF THE EFFECTS OF SUCCESSFUL 1967 SUMMER PROGRAMS IN NEWARK, PHILADELPHIA, AND WASHINGTON, D.C. THE ACCEPTANCE AND PROFITABLE USE OF RESPONSIBILITY BY TUTORS, INCREASED LEARNING FOR TUTORS AS WELL AS FOR TUTEES, INCREASED TUTOR LITERACY, AND

(CONT.)

38 ADVANTAGEOUS REARRANGEMENT OF VOCATIONAL DESIRES, THE ENHANCEMENT OF SYMPATHY FOR THE CLASSROOM TEACHER, INCREASED SELF-KNOWLEDGE AND PRIDE THROUGH IDENTIFYING WITH AND HELPING YOUNGER CHILDREN, A GREATER USE OF BOOKS, THE GROWTH OF CREATIVITY IN ATTEMPTS TO INTEREST TUTEES, THE DEVELOPMENT OF GOOD WORK HABITS, AND A CLOSER SCHOOL COMMUNITY RELATIONSHIP. ALSO DESCRIBED ARE THE KDS OF STAFF NEEDED, MATERIALS AND SUPPLIES NEEDED, THE TRAINING SESSIONS, THE PAPERWORK INVOLVED, THE DAILY OPERATION OF THE PROGRAM, PUBLIC RELATIONS METHODS USED, METHODS OF OBTAINING FUNDS, SELECTION OF SITES, AND RECRUITMENT AND SELECTION OF TUTORS AND TUTEES. ADDITIONAL STRUCTURAL PLANS, INCLUDING QUALIFICATIONS FOR STAFF MEMBERS, ORGANIZATIONAL OUTLINES FOR IMPLEMENTATION, AND PERSONNEL FORMS ARE APPENDED. (SM)
ERIC: ED026340

39 ADMISSION AND APPRENTICESHIP IN THE BUILDING TRADES UNIONS. APR 71
COMER, ROGER A.;LAHNE, HERBERT J.
LABOR-MANAGEMENT SERVICES ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF LABOR-MANAGEMENT POLICY DEVELOPMENT.
NOTES: 108P.
ADMISSION CRITERIA, APPRENTICESHIPS, BUILDING TRADES, CIVIL RIGHTS, COURT LITIGATION, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), LABOR UNIONS, MINORITY GROUPS, SKILLED LABOR
CONCERNED WITH THE PROBLEMS OF LOW REPRESENTATION OF MINORITY GROUPS IN THE CRAFT UNIONS IN THE BUILDING TRADES, THIS STUDY EXAMINED THE JOURNEYMEN ADMISSION POLICIES OF 17 NATIONAL CRAFT UNIONS AND 98 LOCAL AFFILIATES AS PROVIDED IN THEIR NATIONAL AND LOCAL CONSTITUTIONS AND IN THEIR NATIONAL AND LOCAL APPRENTICESHIP STANDARDS UNDER THE PROGRAM OF THE BUREAU OF APPRENTICESHIP AND TRAINING. SEVERAL COURT CASES WHICH HAVE DEALT WITH THIS PROBLEM UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 HAVE ALSO BEEN ANALYZED. SOME CONCLUSIONS WERE (1) NATIONAL UNIONS APPEAR TO EXERCISE A GREAT DEAL OF CONSTITUTIONAL CONTROL OVER LOCAL UNION PRACTICE AS FAR AS QUALIFICATIONS FOR ADMISSION AS A JOURNEYMAN ARE CONCERNED, (2) THE UNION CONSTITUTIONS, BOTH NATIONAL AND LOCAL, PROVIDE VERY LITTLE INFORMATION ON QUALIFICATIONS FOR APPRENTICESHIPS, (3) LOCAL UNIONS HAVE MORE AUTONOMY IN ESTABLISHING THEIR APPRENTICESHIP REQUIREMENTS THAN THEY DO IN ESTABLISHING THE QUALIFICATIONS FOR JOURNEYMAN MEMBERSHIP, AND (4) THE FEDERAL COURTS HAVE SET ASIDE ADMISSION AND APPRENTICESHIP REQUIREMENTS WHICH HAVE BEEN DISCRIMINATORY AND HAVE DECREED THAT ALL SUCH REQUIREMENTS MUST BE OBJECTIVE IN CHARACTER AND NONDISCRIMINATORY. A LISTING OF THE UNIONS AND TABLES CONTAINING COMPARATIVE DATA ON ADMISSION REQUIREMENTS ARE APPENDED. (SB)
ERIC: ED072233 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (CATALOG NO. L 1.2 B86/2, $1.00)

40 ADOLESCENT PEER GROUP IDENTIFICATIONS AND THE STATUS ATTAINMENT PROCESS. AUG 76
OTTO, LUTHER B.
GRANT FOUNDATION, NEW YORK, N.Y.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. 91-55-72-49; GS-29031
NOTES: 40P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE RURAL SOCIOLOGICAL SOCIETY (NEW YORK, N.Y., AUGUST, 1976)
ACADEMIC ACHIEVEMENT, ADOLESCENTS, ASPIRATION, EXPECTATION, GROUP STATUS, IDENTIFICATION (PSYCHOLOGICAL), INDIVIDUAL CHARACTERISTICS, MALES, OCCUPATIONAL ASPIRATION, PEER GROUPS, RESEARCH PROJECTS, SOCIAL PSYCHOLOGY, SOCIOECONOMIC STATUS, STATUS NEED
THIS PAPER INTEGRATES THEORY AND RESEARCH ON THE ADOLESCENT SOCIETY INTO A COMPREHENSIVE MODEL OF THE STATUS ATTAINMENT PROCESS. THE ANALYSIS REVEALS THAT A MULTIDIMENSIONAL CONCEPTION OF THE ADOLESCENT ROLE INFORMS UNDERSTANDING OF THE DYNAMICS OF THE STATUS ATTAINMENT PROCESS: THAT PERCEIVED PEER STATUS DOES NOT MEDIATE ANTECEDENT EFFECTS ON ASPIRATIONS AND ATTAINMENTS CONTROLLING ON SIGNIFICANT OTHER INFLUENCES; AND THAT PERSONALITY TRAITS OPERATE AS SELECTION MECHANISMS FOR PEER GROUP IDENTIFICATIONS, ASPIRATIONS AND ATTAINMENTS. THE SAMPLE CONSISTS OF A 17 YEAR-OLD MALE AGE COHORT OF HIGH SCHOOL SENIORS STUDIED IN 1957 (N=442) AND AGAIN 15 YEARS LATER IN 1972 (N=340). ESTIMATES ARE BASED ON STRUCTURED EQUATION MODELS. (AUTHOR)
ERIC: ED140108

41 THE ADOLESCENT, OTHER CITIZENS, AND THEIR HIGH SCHOOLS A REPORT TO THE PUBLIC AND THE PROFESSION. JUN 75
INSTITUTE FOR DEVELOPMENT OF EDUCATIONAL ACTIVITIES, DAYTON, OHIO. CHARLES F. KETTERING FOUNDATION, DAYTON, OHIO.
NOTES: 119P.
CHANGE STRATEGIES, COMMUNITY INVOLVEMENT, EDUCATIONAL ALTERNATIVES, EDUCATIONAL ASSESSMENT, EDUCATIONAL CHANGE, EDUCATIONAL INNOVATION, EDUCATIONAL OBJECTIVES, EDUCATIONAL POLICY, EDUCATIONAL TRENDS, RELEVANCE (EDUCATION), SECONDARY EDUCATION, STUDENT RESPONSIBILITY, WORK EXPERIENCE PROGRAMS, YOUTH
COMPOSED OF EDUCATORS, ADMINISTRATORS, AND LAYPEOPLE, THIS TASK FORCE PROPOSED THREE GENERAL AREAS OF RECOMMENDATIONS FOR THE REFORM OF SECONDARY EDUCATION. FIRST, CITIZENS AND PARENTS MUST BECOME MORE INVOLVED IN THE ACTIVITIES AND DECISION MAKING OF HIGH SCHOOLS. SECOND, EDUCATING STUDENTS FOR RESPONSIBILITY MUST BECOME A PRIMARY FUNCTION OF THE SCHOOL ITSELF. THIRD, ALTERNATIVE PROGRAMS TO THE TRADITIONAL SECONDARY EDUCATION MUST BE EXPANDED AND EVALUATED. CHAPTER TITLES OF THE BOOK INCLUDE (1) REFORM THROUGH COMMUNITY INVOLVEMENT THE THIRD FORCE, (2) SCHOOL PERSONNEL AND THEIR RESPONSE TO CITIZEN CONCERNS, (3) SEVEN APPROACHES TO COMMUNITY INVOLVEMENT, (4) THE EFFECT OF

(CONT.)

41 COLLECTIVE BARGAINING ON THE REFORM OF SECONDARY EDUCATION, (5) IDENTIFYING STUDENT RESPONSIBILITIES, (6) EDUCATING FOR RESPONSIBILITY THROUGH THE HIGH SCHOOL CURRICULUM, (7) ALTERNATIVE PROGRAMS AS EDUCATIONAL OPTIONS, (8) WORK/STUDY PROGRAMS AS EDUCATIONAL ALTERNATIVES, (9) YOUTH SERVICE PROGRAMS AS EDUCATIONAL ALTERNATIVES, (10) PLANNING PROCESSES FOR ALTERNATIVE PROGRAMS, AND (11) RECOMMENDATIONS. (AUTHOR/DE)
ERIC: ED115561 MCGRAW-HILL BOOK COMPANY, 1221 AVENUE OF THE AMERICAS, NEW YORK, NEW YORK 10020 ($8.95 HARD COVER)

42 ADULT BASIC EDUCATION COMPONENT: MANPOWER DEVELOPMENT COMPONENT: AND PROGRAM EVALUATION. DELTA OPPORTUNITIES CORPORATION FINAL REPORT. 72
DELTA OPPORTUNITIES CORP., GREENVILLE, MISS.
NOTES: 49P.
ADULT BASIC EDUCATION, ADULT PROGRAMS, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, JOB PLACEMENT, LEARNING LABORATORIES, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, VOCATIONAL COUNSELING, VOCATIONAL TRAINING CENTERS
THE ADULT EDUCATION COMPONENT OF THE DELTA OPPORTUNITIES CORPORATION (DOC) OPERATED LEARNING CENTERS IN FOUR MISSISSIPPI DELTA COUNTIES FOR EDUCATIONALLY DISADVANTAGED RURAL POOR ADULTS. THE CENTERS SERVED AN EXCESS OF 200 PARTICIPANTS, PREPARING THEM FOR GENERAL EDUCATION DEVELOPMENT TESTS (GED) AND PROVIDING PREVOCATIONAL AND ADULT BASIC EDUCATION CLASSES. THE PROGRAM IS DISCUSSED IN TERMS OF PERSONNEL, HISTORICAL BACKGROUND, PLANNING AND TEACHER TRAINING, PROBLEMS ENCOUNTERED, PROGRAM SERVICES AND ACTIVITIES, STUDENT AND LEARNING CENTER ACHIEVEMENTS, AND PROGRAM PROJECTIONS AND RECOMMENDATIONS. THE MANPOWER DEVELOPMENT COMPONENT (PROJECT JOBS 1972) OF DOC WAS DESIGNED TO GIVE TECHNICAL ASSISTANCE AND GUIDANCE TO RURAL UNDERPRIVILEGED PEOPLE BETWEEN THE AGES OF 18 AND 55, IN THEIR QUEST TO UPGRADE THEIR ECONOMIC AND SOCIAL STATUS THROUGH VOCATIONAL TRAINING AND INDUSTRIAL PLACEMENT. FOLLOWING A SUMMARY AND PRESENTATION OF RECOMMENDATIONS, PROJECT JOBS 1972 IS FURTHER DISCUSSED IN TERMS OF PERSONNEL, PROBLEMS ENCOUNTERED, PROJECT ACTIVITIES (RECRUITMENT, PREVOCATIONAL COUNSELING, ASSESSMENT, ORIENTATION, VOATIONAL TRAINING, ON-THE-JOB TRAINING AND PLACEMENT, AND COUNSELING AND FOLLOWUP), AND A CHART OF PROJECT ACHIEVEMENTS. THE THIRD PARTY EVALUATION INDICATED THAT THE TWO PROJECTS WERE GENERALLY SUCCESSFUL, BUT THAT PROJECT JOBS WAS HAMPERED BY INSUFFICIENT FUNDS. (8P)
ERIC: ED101056

43 ADULT DISEMPLOYMENT EFFECTS OF A YOUTH MINIMUM WAGE DIFFERENTIAL JUN 75
FISHER, ALAN A.
CALIFORNIA STATE UNIV., FULLERTON. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. OL-8-9-E-5-2152
NOTES: FINAL REPT. APR-JUN 75 54P
MANPOWER, DEMAND(ECONOMICS), INDUSTRIAL RELATIONS, UNEMPLOYMENT, DISEMPLOYMENT, MINIMUM WAGE, WAGE DIFFERENTIALS, NTISLABASP
THE MODEL UNDERLYING THE ANALYSIS IN THIS PAPER IS THAT DEMAND FOR LABOR AND THEREFORE ULTIMATELY THE EQUILIBRIUM WAGE ARE FUNCTIONS OF THE SKILL LEVEL AS PERCEIVED BY EMPLOYERS. AS A FIRST APPROXIMATION, ADULT DISEMPLOYMENT FROM A YOUTH DIFFERENTIAL IN THE MINIMUM WAGE WILL DEPEND ON THE NUMBER OF LOW WAGE JOBS WHERE WAGES FOR TEENAGERS CAN FALL BELOW THE ADULT MINIMUM, THE PERCENTAGE OF THOSE JOBS CURRENTLY HELD BY ADULTS, THE PERCENTAGE THAT WAGES FALL FOR TEENAGERS, AND THE SUBSTITUTABILITY BETWEEN ADULTS AND TEENAGERS. EACH OF THESE ASPECTS IS DISCUSSED. NET ADULT DISPLACEMENT IS ESTIMATED TO BE LESS THAN THE NUMBER OF NEW JOBS CREATED. ANY CONSIDERATION OF WHETHER THE LONG RUN EXCHANGE WOULD BE A NET IMPROVEMENT TO SOCIETY MUST CONSIDER THE SOCIAL COSTS OF ADULT UNEMPLOYMENT COMPARED TO TEENAGE UNEMPLOYMENT, EFFECTS ON CRIME, AND NUMEROUS OTHER RELATED SOCIAL ISSUES.
NTIS: PB-256 258/5ST NTIS PRICES PC$4.50/MF$3.00

44 ADULT EDUCATION AND THE EMPLOYABILITY TRAINING PHILOSOPHY. FEB 72
GRIMES, DON M.
CALIFORNIA STATE DEPT. OF EDUCATION, SACRAMENTO. BUREAU OF ADULT EDUCATION.
NOTES: 7P.; PAPER PRESENTED AT THE STATE MEETING OF CALIFORNIA ADULT EDUCATORS OPERATING WORK INCENTIVE TRAINING (WIN) PROGRAMS (LOS ANGELES, CALIF., FEB. 22-23, 1972)
ADULT BASIC EDUCATION, ADULT EDUCATION, DECISION MAKING, DISADVANTAGED GROUPS, EDUCATIONAL PHILOSOPHY, JOB TRAINING, MOTIVATION, PROBLEM SOLVING, TEACHER ROLE, VOCATIONAL EDUCATION
THE QUESTION OF HOW TO EDUCATE THE DISADVANTAGED AND WITH WHAT SUBJECT MATTER IS DISCUSSED. IT IS POINTED OUT THAT TWO POLICY DECISIONS BY THE CALIFORNIA STATE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT INDICATE THAT THIS MATTER IS OF CONCERN AND RELEVANT DECISIONS HAVE BEEN MADE CONCERNING IT. GENERAL TYPES OF PROJECTS WHICH HAVE EXISTED IN THE WORK INCENTIVE (WIN) PROGRAM ARE LISTED AND ANALYZED ACCORDING TO ADVANTAGES AND DISADVANTAGES. THESE TYPES INCLUDE PRE-REQUISITE PROGRAM, PARALLEL, CONCURRENT, OR COUPLED PROGRAMS. IT IS PROPOSED THAT A PROGRAM BE INITIATED IN WHICH THE STUDENT ENTERS DIRECTLY INTO VOCATIONAL TRAINING, AND THE BASIC EDUCATION SKILLS DEFICIENCIES ARE IDENTIFIED BY THE VOCATIONAL TEACHER AND ARE THEN REMEDIED. IT IS CONCLUDED THAT THE USE OF SUCCESSFUL PROGRAMS MUST BE UNDERTAKEN IF THE PROBLEM OF THE DISADVANTAGED IS TO BE OVERCOME. (AUTHOR/CK)
ERIC: ED062621

45 ADULT EDUCATION AS A MEANS TO SKILL DEVELOPMENT. 67
HOOS, IDA R.
ADULT VOCATIONAL EDUCATION, EDUCATIONAL NEEDS, ELECTRONICS, EMPLOYMENT OPPORTUNITIES, EVALUATION, FEDERAL AID, FEDERAL LEGISLATION, FINANCIAL NEEDS, OCCUPATIONAL INFORMATION, PARTICIPANT CHARACTERISTICS, PRACTICAL NURSING, PROGRAM DESCRIPTIONS, PUBLIC SCHOOLS, RETRAINING, SOCIOECONOMIC INFLUENCES, TESTING, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WELDING, MDTA
THE ROLE OF PUBLICLY FINANCED TRAINING IN THE SAN FRANCISCO BAY AREA IS DISCUSSED IN THE LIGHT OF THE PRESENT STATUS OF VOCATIONAL GUIDANCE AND TRAINING. ACCOUNTS OF AN ELECTRONICS ASSEMBLY CLASS FOR DISPLACED EMPLOYEES OF SMITH-CORONA, A PUBLIC SCHOOL SPONSORED WELDING COURSE FOR MEN AND YOUTH WITH AT LEAST A TENTH-GRADE EDUCATION OR ITS EQUIVALENT, AND A COURSE FOR PROSPECTIVE LICENSED VOCATIONAL NURSES, INCLUDE CASE HISTORIES ILLUSTRATING GENERAL TRAINEE CHARACTERISTICS (AGE, SEX, EDUCATION, JOB EXPERIENCE, MINORITY GROUPS REPRESENTED) AND THE STRENGTHS AND WEAKNESSES OF EXISTING PROGRAMS. RESULTS OF APTITUDE TESTING AND SKILL TRAINING POINT UP THE SCARCITY AND LOW STATUS OF PUBLIC SCHOOL VOCATIONAL EDUCATION, INADEQUATE USE OF LABOR MARKET INFORMATION IN COUNSELING, AND THE CONSEQUENT NEED TO STRENGTHEN AND REORIENT VOCATIONAL PROGRAMS. SPECIFICALLY, THE WELDING AND NURSING PROGRAMS SUCCEEDED BECAUSE THEY REFLECTED THE REALITIES OF THE JOB MARKET, WHILE THE ELECTRONICS ASSEMBLY CLASS FAILED BECAUSE OF THE IMPACT OF TECHNOLOGICAL OBSOLESCENCE. DOCUMENT INCLUDES MAJOR VOCATIONAL LEGISLATION, AND AN APPRAISAL OF PRIVATE VOCATIONAL SCHOOLS. DOCUMENT IS CHAPTER 1 OF RETRAINING THE WORK FORCE, BY IDA R. HOOS, AVAILABLE FOR $6.00 FROM UNIVERSITY OF CALIFORNIA PRESS, BERKELEY, 94720. (LY)
ERIC: ED013384

46 ADULT EDUCATION IN AMERICAN SOCIETY SOME DEVELOPMENTS, TRENDS, AND ISSUES. 75
CHARTERS, ALEXANDER N.
INTERNATIONALES JAHRBUCH FUR ERWACHSENENBILDUNG 1975
NOTES: 20P.
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, ADULT EDUCATORS, EDUCATIONAL ASSESSMENT, EDUCATIONAL CHANGE, EDUCATIONAL FINANCE, EDUCATIONAL NEEDS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PROBLEMS, EDUCATIONAL TRENDS, FINANCIAL SUPPORT, PROGRAM ATTITUDES, PROGRAM DEVELOPMENT, SOCIAL CHANGE
A DISCUSSION OF ADULT EDUCATION IN A CHANGING AMERICAN SOCIETY IS PRESENTED IN THE DOCUMENT. SECTION 1, ADULT EDUCATION IN AMERICAN SOCIETY, EXAMINES SOCIETAL CHANGES AND EDUCATIONAL GOALS AS WELL AS THE STRUCTURE AND ORGANIZATION OF ADULT EDUCATION PROGRAMS. SECTION 2, THE DELIVERY SYSTEM OF ADULT EDUCATION, DISCUSSES (1) THE AUDIENCE; (2) FUNDING SOURCES, INCLUDING PRIVATE FOUNDATIONS, STATE, AND FEDERAL GOVERNMENTS; (3) INSTITUTIONS, EXAMINING EDUCATIONAL AND NONEDUCATIONAL INSTITUTIONS; (4) NEW INSTITUTIONS OR EMERGING FORMS, DISCUSSING ADULT LEARNING CENTERS; AND (5) PROBLEMS WITHOUT AN INSTITUTIONAL BASE OR SYSTEM FOR RESOLUTION, EXAMINING PUBLIC AFFAIRS, GERONTOLOGY, AND EARLY CHILDHOOD DEVELOPMENT. SECTION 3, SOME CONTINUING CONCERNS, INCLUDES (1) FINANCING OF ADULT EDUCATION, DISCUSSING THE PRESENT PATTERN OF FINANCING; (2) COMPULSORY OR MANDATORY PARTICIPATION IN ADULT EDUCATION, PRESENTING ILLUSTRATIONS OF PROGRAM PARTICIPATION; AND (3) PLANNING IN ADULT EDUCATION, DISCUSSING FACTORS INVOLVED. SECTION 4, ADULT EDUCATION AS A PROFESSION OF FIELD OF STUDY, DISCUSSES NATIONAL ADULT EDUCATION ASSOCIATIONS, INCLUDING THE COALITION OF ADULT EDUCATION ORGANIZATIONS (CAEO), AND EDUCATION RESOURCES INFORMATION CENTER (ERIC). IT IS STATED THAT ADULT EDUCATORS ARE INCREASINGLY INFLUENCING DECISION-MAKING PROCESSES AFFECTING EDUCATIONAL DEVELOPMENT, TRENDS, AND ISSUES. (LH)
ERIC: ED120342

47 ADULT EDUCATION OF MIGRANT ADULTS. 61
REAL, CATHERINE ;AND OTHERS
NOTES: 53P.
ADULT EDUCATION PROGRAMS, CURRICULUM DEVELOPMENT, FEMALES, HOME ECONOMICS EDUCATION, HOME MANAGEMENT, HUMAN RELATIONS UNITS, IMPROVEMENT PROGRAMS, MALES, MIGRANT EDUCATION
UNITS ON MIGRANT ADULT EDUCATION, AND A UNIT ON ORGANIZING INFORMAL GROUPS OF MIGRANT WOMEN TO DISCUSS MAINTAINING AND IMPROVING THEIR TEMPORARY HOMES, ARE PRESENTED. THE GOALS OF THE UNIT ON EDUCATION FOR MIGRANT MEN ARE ECONOMIC INDEPENDENCE, BETTER HEALTH AND WELL-BEING, AND BETTER HANDLING OF RESPONSIBILITIES. THE MAIN DIVISIONS OF THE CURRICULUM, WHICH ARE OUTLINED IN DETAIL, INCLUDE THE CARE OF CAMPS, CARE OF TOOLS, CARPENTRY, BARBER INSTRUCTION, WISE MONEY USAGE, GOOD HEALTH PRACTICES, INCULCATION OF GOOD MORAL CHARACTER, AND COMMUNITY SERVICES. THE OVERALL OBJECTIVE OF THE UNIT IN HEALTH, NUTRITION, AND CLOTHING FOR MIGRANT FAMILIES IS TO CREATE A DESIRE IN THE ADULT WOMEN TO IMPROVE THEIR LIVING CONDITIONS THROUGH--A KNOWLEDGE OF MEAL PLANNING, PREPARATION, AND SERVING, PROPER SELECTION AND CARE OF CLOTHING, AND AN UNDERSTANDING OF THE BASIC HEALTH NEEDS AND PROBLEMS OF THE MEMBERS OF THE MIGRANT HOUSEHOLD AND INSTRUCTION IN CARING FOR THESE NEEDS. ONE UNIT CONCENTRATES ON THE SELECTION, CARE, AND LAUNDERING OF CLOTHING, ANOTHER UNIT OUTLINES THE BASIC HEALTH, SAFETY NEEDS, AND PROBLEMS OF THE MIGRANT FAMILY. DISCUSSED ARE THE PHYSICAL HEALTH, SAFETY EDUCATION, COMMON COURTESIES, AND THE SPECIFIC NEEDS OF OF DIFFERENT AGE GROUPS IN THE FAMILY WHICH REQUIRE THE MOTHERS ATTENTION. A LIST OF HEALTH SERVICES, RELIGIOUS ORGANIZATIONS, AND OTHER SERVICES WHICH THE MIGRANT ADULT SHOULD BE AWARE OF ARE LISTED.
ERIC: ED002373

48 THE ADULT EDUCATION PROGRAM OF THE UAW LOCAL 412 TECHNICAL TRAINING CENTER. 65
ZOOK, JACK FREDERICK
MICHIGAN STATE UNIV., EAST LANSING.

(CONT.)

48 NOTES: 108P.; PH. D. THESIS.
ADMISSION CRITERIA, FEDERAL AID, GOVERNMENT ROLE, GRAPHIC ARTS, INDUSTRY, INTERAGENCY COOPERATION, JOB LAYOFF, JOB PLACEMENT, LABOR EDUCATION, LABOR MARKET, LABOR UNIONS, PARTICIPANT CHARACTERISTICS, PARTICIPANT SATISFACTION, PROGRAM EVALUATION, TECHNICAL OCCUPATIONS, VOCATIONAL RETRAINING, DETROIT, MANPOWER DEVELOPMENT AND TRAINING ACT, UNITED AUTO WORKERS
THE BACKGROUND, HISTORY, CURRICULUM, AND PARTICIPANTS INVOLVED IN THE UNITED AUTO WORKERS LOCAL 412 (UAW) TECHNICAL TRAINING CENTER IN DETROIT ARE EXAMINED. THE PROGRAM WAS INITIATED BY THE LOCAL UNION, COMPOSED OF THE AMALGAMATED ENGINEERS, TECHNICIANS, AND ASSOCIATES IN THE ENGINEERING DIVISION OF CHRYSLER CORPORATION, TO HELP RE-EMPLOY UNION MEMBERS DISPLACED BY AUTOMATION. IT WAS DESIGNED TO DEVELOP SKILLS IN CLAY MODELING, GRAPHIC ILLUSTRATING, AND PRODUCT DETAILING, IDENTIFIED AS AREAS OF DEMAND IN THE DETROIT MARKET. THROUGH THE MANPOWER DEVELOPMENT AND TRAINING ACT, AID WAS OBTAINED IN SELECTION OF TRAINEES, TRAINING COSTS, AND JOB PLACEMENT. STAFF AND STUDENTS EVALUATED THE TRAINING PROGRAM PRIOR TO ITS COMPLETION AND THREE MONTHS AFTER COMPLETION. CONCLUSIONS DELINEATE STRENGTHS AND WEAKNESSES, AND INCLUDE THE SELECTION PROCESS WAS EFFECTIVE AS THERE WAS A LOW DROPOUT RATE EXCEPT FOR PRODUCT DETAILING STUDENTS; A MORE REALISTIC CONSIDERATION OF INDIVIDUAL CIRCUMSTANCES (AGE, SENIORITY, WAGES, MARITAL STATUS), WOULD AID SUCCESSFUL PLACEMENT; TRAINING WAS CONSIDERED TO HAVE LITTLE RELATIONSHIP TO NEW POSITIONS; THE UAW DID NOT APPEAR TO HAVE BEEN TOO INFLUENTIAL IN PLACEMENT OF PROGRAM GRADUATES; AND PLACEMENT MAY HAVE BEEN MORE SUCCESSFUL IF THE PROGRAM HAD COMPLETE COOPERATION FROM INDUSTRY. (AUTHOR/PT)
ERIC: ED027491 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 66-6184, MF $3.00, XEROGRAPHY $5.40).

49 THE ADULT LEARNER A REVIEW OF RECENT RESEARCH SEP 70
LARSON, CURTIS G.
AMER VOCAT J;45:6:67-68
ACHIEVEMENT TESTS, ADULT LEARNING, ADULT VOCATIONAL EDUCATION, ANXIETY, APTITUDE TESTS, CURRICULUM DEVELOPMENT, INDUSTRIAL EDUCATION, INTELLIGENCE TESTS, LEARNING MOTIVATION, SELF ACTUALIZATION
ERIC: EJ024719

50 AN ADULT MANPOWER TRAINING PROGRAM, FINAL REPORT. 31 DEC 68
OPPORTUNITIES INDUSTRIALIZATION CENTER, INC., LITTLE ROCK, ARK.
NOTES: 215P.
ADULT COUNSELING, ADULT VOCATIONAL EDUCATION, DISADVANTAGED GROUPS, HUMAN SERVICES, INDUSTRY, JOB SKILLS, LABOR FORCE NONPARTICIPANTS, LEADERSHIP TRAINING, MANPOWER DEVELOPMENT, MINORITY GROUPS, MOTIVATION TECHNIQUES, POVERTY PROGRAMS, SKILL DEVELOPMENT
THE GOALS OF THE OIC ORGANIZATION IN LITTLE ROCK INCLUDE PROVIDING HOPE FOR IMPOVERISHED AND HARD-CORE UNEMPLOYED IN THE FORM OF JOB PREPARATION BY PROVIDING ADULT EDUCATION, PRE-VOCATIONAL TRAINING, SKILLS TRAINING, COUNSELING, JOB DEVELOPMENT, PLACEMENT AND FOLLOWUP. ANOTHER PRIMARY GOAL OF OIC IS PROVIDING AND EMPHASIZING MINORITY GROUP LEADERSHIP, MINORITY GROUP PRIDE, INTENSELY PERSONAL APPROACH TO EACH TRAINEE, SELF-HELP EFFORTS, AND THE PARTICIPATION AND COOPERATION OF INDUSTRY, LABOR AND THE PEOPLE IN THE POVERTY AREAS BEING SERVED. (AUTHOR)
ERIC: ED057288 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-200 064, MF $.95, HC $3.00)

51 ADULT MOTIVATION, PARTICIPATION, AND PROGRAM PLANNING. 74
CONTI, GARY J.
NOTES: 28P.
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, CURRICULUM DEVELOPMENT, EDUCATIONAL NEEDS, INDIVIDUAL NEEDS, LITERATURE REVIEWS, MOTIVATION, PARTICIPANT SATISFACTION, PROGRAM DEVELOPMENT, PUBLIC RELATIONS, RELEVANCE (EDUCATION), SCHOOL COMMUNITY RELATIONSHIP, STUDENT CENTERED CURRICULUM
ADULT EDUCATION PROGRAMS SHOULD BE BASED ON THE INTELLIGENT APPLICATION OF INFORMATION GAINED FROM STUDIES INVESTIGATING ADULT MOTIVATION AND PARTICIPATION IN OTHER PROGRAMS. THE PAPER CONSISTS OF A SELECTED REVIEW OF THE LITERATURE ON MOTIVATION AND PARTICIPATION IN ADULT EDUCATION. INSIGHTS AND CONCLUSIONS DRAWN FROM THESE STUDIES ARE OFFERED AS PARAMETERS FOR DEVELOPING PROGRAMS WHICH WILL HAVE INTRINSIC APPEAL TO THE PUBLIC. SINCE ADULT EDUCATION PROGRAMS ARE ONLY SERVICING ABOUT 20 PERCENT OF THE POPULATION THEY ARE NOT FULFILLING THEIR OBLIGATION TO THE COMMUNITY. THE TASK FOR ADULT CONTINUING EDUCATION IS NOT TO CONCENTRATE ON TECHNIQUES OF SELLING BUT RATHER TO DEVELOP A COMPREHENSIVE CURRICULUM WHICH IS BASED ON RESEARCH AND WHICH MEETS THE NEEDS OF EACH TARGET GROUP WITHIN THE COMMUNITY. THE SUCCESSFUL ACCOMPLISHMENT OF THIS PRIMARY TASK WILL FACILITATE THE SECONDARY FUNCTION OF PROGRAM PROMOTION. THE APPENDIX INCLUDES THE ROCK VALLEY COMMUNITY COLLEGES BROCHURE DESCRIBING COURSE OFFERINGS. (AUTHOR/HW)
ERIC: ED102416

52 ADULT PSYCHOLOGY. 69
BISCHOF, LEDFORD J.
NOTES: 315P.
ADULT CHARACTERISTICS, ADULT LEARNING, AGE, BIBLIOGRAPHIES, MARRIAGE, MATURATION, MEDICAL RESEARCH, MIDDLE AGED, PSYCHOLOGY, RESEARCH REVIEWS (PUBLICATIONS), SELF CONCEPT, SOCIAL ADJUSTMENT, SOCIAL INFLUENCES, VOCATIONAL ADJUSTMENT
THIS VOLUME COMPREHENSIVELY REVIEWS THE RESEARCH ON THE PSYCHOLOGY OF THE MIDDLE AGED (AGES 40-65). TOPICS INCLUDE THE CONCEPT OF MATURITY AND MATURATION MODELS, THE

(CONT.)

52 MEASUREMENT AND INFLUENCES OF ADULT SELF IMAGE: MARRIAGE AND SEXUAL PATTERNS: INTERGENERATIONAL RELATIONSHIPS BETWEEN AND CHILDREN: VOCATIONS AND AVOCATIONS (WORK, RETIREMENT, PLAY, AND THE FACTORS INFLUENCING THEM), FRIENDSHIP AND RELIGIOUS ATTITUDES AND PATTERNS, MEDICAL AND PSYCHOLOGICAL RESEARCH ON THE CAUSES OF AGING AND AGINGS IMPACT ON LEARNING AND BEHAVIORAL PATTERNS, THE SOCIETAL ROLE OF THE AGED IN AMERICA AND OTHER NATIONS, AND ADULT ATTITUDES TOWARD DEATH. A 931 ITEM BIBLIOGRAPHY IS APPENDED. (DM)
ERIC: ED039496 HARPER + ROW PUBLISHERS, 49 E. 33RD ST., NEW YORK, N.Y. 10016 ($5.00)

53 THE ADVANTAGES OF WORK-STUDY PLANS. 71
FAUM, MORTON A.
ACADEMY FOR EDUCATIONAL DEVELOPMENT, INC., NEW YORK, N.Y.
NOTES: 15P.
COOPERATIVE PROGRAMS, COSTS, FINANCIAL PROBLEMS, HIGHER EDUCATION, MODELS, WORK EXPERIENCE PROGRAMS
THE CONVENTIONAL RESPONSE TO THE FINANCIAL CRISIS FACING HIGHER EDUCATION IS TO INCREASE TUITION OR REQUEST LARGER LEGISLATIVE APPROPRIATIONS. ANOTHER RESPONSE, HOWEVER, IS POSSIBLE--THE WIDER USE OF COOPERATIVE EDUCATION OR WORK-STUDY PLANS. THERE ARE THREE DISTINCT ADVANTAGES TO WORK-STUDY PLANS (1) LEARNING TAKES PLACE IN LESS COSTLY SETTINGS THAN THE CLASSROOM, THE LABORATORY, AND THE LIBRARY: (2) THE CAPACITY OF THE PHYSICAL PLANT CAN BE USED TO SERVE MORE STUDENTS: AND (3) THE INCREASED ENROLLMENT CAN BE SERVED WITHOUT PROPORTIONATE INCREASES IN COSTS. THIS PAPER DISCUSSES THE CALENDAR AND FINANCIAL OPERATIONS OF (1) THE CONVENTIONAL MODEL EXTENDING OVER A NOMINAL 9-MONTH PERIOD: (2) THE 4-QUARTER WORK-STUDY MODEL: ALL BASED ON A STUDENT ENROLLMENT OF 1000, A FACULTY OF 100, $2,100 TUITION, AND A MEDIAN FACULTY SALARY OF $14,000. (AF)
ERIC: ED053689

54 ADVERTISING IS MOST EFFECTIVE DURING A RECESSION 1975
CHALLA, N.K.
CANADIAN BUSINESS MAGAZINE, VOL.48, NO.5, MAY 1975, P. 38-42.
ADVERTISING, CONSUMER GOODS, ECONOMICS, MARKET DEMAND, MARKETING, MODELING, PRODUCTION CONTROL, RECESSION, UNEMPLOYMENT
PRESENTS THE ARGUMENT FOR THE USE OF ADVERTISING AS A COUNTER-CYCLICAL TOOL TO AFFECT ECONOMIC DOWNTURNS, PROPOSING A BREAK WITH THE SYSTEM OF ADVERTISING BEING A PERCENTAGE OF SALES.
MGMT: CBM75E0038

55 ADVICE TO THE NEXT PRESIDENT 1976
NATHAN, R.R.
CHALLENGE, VOL.18, NO.6, JAN/FEB 1976, P. 23-33.
AGRICULTURE, CITIES, COMMODITIES, CONSERVATION, ECONOMICS, ENERGY, EXPORT, FINANCE, HOUSING, INFLATION, INTEREST RATES, MONOPOLIES, OUTLOOK, PRICE CONTROL, PUBLIC ADMINISTRATION, PUBLIC FINANCE, TAXATION, TRANSPORTATION, UNEMPLOYMENT, URBAN DEVELOPMENT
AN INTERVIEW WITH ECONOMIC CONSULTANT ROBERT R. NATHAN ON ECONOMIC, FINANCIAL AND SOCIAL PROBLEMS FACING THE NATION AND THE CITIES.
MGMT: CHA76A0023

56 AEROSPACE EMPLOYMENT PROJECT FINDING NEW CAREERS IN LOCAL GOVERNMENT FOR UNEMPLOYED ENGINEERS AND SCIENTISTS. FINAL REPORT. AUG 72
NATIONAL LEAGUE OF CITIES, WASHINGTON, D.C.: UNITED STATES CONFERENCE OF MAYORS, WASHINGTON, D. C. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 207P.
AEROSPACE TECHNOLOGY, CAREER CHANGE, EMPLOYMENT PROGRAMS, ENGINEERS, JOB DEVELOPMENT, JOB PLACEMENT, LOCAL GOVERNMENT, MANAGERIAL OCCUPATIONS, MANPOWER UTILIZATION, ORIENTATION, PILOT PROJECTS, PROFESSIONAL PERSONNEL, SCIENTISTS, UNEMPLOYED, VOCATIONAL ADJUSTMENT
IF WE CAN PUT A MAN ON THE MOON, WHY CANT WE SOLVE THE PROBLEMS OF OUR CITIES THE DEMAND FOR URBAN SERVICES AND THE MANPOWER NEEDS OF LOCAL GOVERNMENTS WERE INCREASING DRAMATICALLY. SKILLED PROFESSIONAL PERSONNEL WERE UNEMPLOYED. THE AEROSPACE EMPLOYMENT PROJECT WAS SET UP AS A SPECIAL PILOT PROJECT TO TEST WHETHER UNEMPLOYED PROFESSIONAL AEROSPACE PERSONNEL COULD BE EFFECTIVELY UTILIZED TO HELP SOLVE THE URBAN PROBLEMS. THE PREMISE WAS THAT AEROSPACE SCIENTISTS AND ENGINEERS, UNEMPLOYED DUE TO DEFENSE BUDGET CUTBACKS, HAD BACKGROUND IN THE MANAGERIAL SKILLS NEEDED IN LOCAL GOVERNMENT. ORIENTATION TO LOCAL GOVERNMENT PROBLEMS AND JOBS, CAREER TRANSITION DIFFICULTIES, AND REACTIONS OF THE LOCAL GOVERNMENTS ARE DETAILED IN THE REPORT. THE PROJECTS PRIMARY CONCLUSION IS THAT FORMER AEROSPACE PROFESSIONALS CAN BRING NEEDED SKILLS TO LOCAL GOVERNMENTS THAT ARE RECEPTIVE TO THE OPPORTUNITY, BUT A CATALYST SUCH AS THE AEROSPACE EMPLOYMENT PROJECT IS NECESSARY TO BRING THE PARTIES TOGETHER FOR THEIR MUTUAL BENEFIT. (MF)
ERIC: ED070843

57 AFFIRMATIVE ACTION A PLAN FOR AMERICA 77
WRIGHT, JAMES R.
FREEDOMWAYS;17;1;30-4
AFFIRMATIVE ACTION, RACIAL DISCRIMINATION, EMPLOYMENT PRACTICES, LIBRARIES, SEX DISCRIMINATION, PUBLIC POLICY, PROMOTION (OCCUPATIONAL), EMPLOYMENT OPPORTUNITIES,

(CONT.)

57 EMPLOYMENT PROGRAMS, MINORITY GROUPS
NOTES THAT THE AMERICAN LIBRARY ASSOCIATION (ALA) HAS ADOPTED AN EQUAL EMPLOYMENT OPPORTUNITY STATEMENT WHICH ALL LIBRARIES, HOPEFULLY, WILL USE AS A GUIDE IN ESTABLISHING AFFIRMATIVE ACTION PROGRAMS. THE ALA OFFICE FOR LIBRARY PERSONNEL RESOURCES WILL PROVIDE ASSISTANCE TO LIBRARIES INTERESTED IN ESTABLISHING SUCH PROGRAMS. (AUTHOR/JM)
ERIC: EJ161490

58 AFFIRMATIVE ACTION AND GUILT-EDGED GOALS 1976
CHURCHILL, N.C.; SHANK, J.K.
HARVARD BUSINESS REVIEW, VOL.54, NO.2, MARCH-APRIL 1976, P. 111-116.
AFFIRMATIVE ACTION, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, MANAGEMENT, MINORITIES IN BUSINESS, PROMOTION, WOMEN IN BUSINESS
CONVENTIONAL METHODS OF ANALYSING THE SUCCESS OF AFFIRMATIVE ACTION PROGRAMS HAVE PRODUCED CONFUSED RESULTS. RATHER THAN MERELY EXAMINING THE CUMULATIVE BALANCE SHEET OF MINORITY HIRING AND PROMOTION, THE AUTHORS SUGGEST THAT CORPORATIONS SHOULD USE A FLOW MODEL APPROACH, WHICH THEY BELIEVE WOULD GIVE A MORE ACCURATE AND REALISTIC BASIS FOR SETTING GOALS.
MGMT: HBR76C0111

59 AFFIRMATIVE ACTION AND THE PRINCIPLE OF EQUALITY SPR 76
SASSEEN, ROBERT F.
STUDIES IN PHILOSOPHY AND EDUCATION:9:3:275-95
AFFIRMATIVE ACTION, EQUAL OPPORTUNITIES (JOBS), NEGROES, FEMALES, DISCRIMINATORY LEGISLATION, EMPLOYMENT OPPORTUNITIES, HIGHER EDUCATION, MINORITY GROUPS, FEDERAL LEGISLATION, CIVIL RIGHTS
A CRITICAL LOOK IS TAKEN AT AFFIRMATIVE ACTION, WHICH IS CALLED A PREFERENTIAL POLICY OF PROPORTIONAL EMPLOYMENT. THE AUTHOR SUGGESTS THAT AFFIRMATIVE ACTION ACTUALLY DENIES CITIZENS EQUALITY OF OPPORTUNITY, WRITING RACIAL DISTINCTIONS INTO LAW AND HOLDING CONTEMPT FOR BLACKS AND OTHER PRETENDED BENEFICIARIES. (L3H)
ERIC: EJ155360

60 AFFIRMATIVE ACTION IN EMPLOYMENT. INFO-ITEM EDUCATORS DIGEST/NO. 1040.
NATIONAL EDUCATION ASSOCIATION, WASHINGTON, D.C.; OHIO EDUCATION ASSOCIATION, COLUMBUS. INSTRUCTION AND PROFESSIONAL DEVELOPMENT DIV.
NOTES: 23P.
AFFIRMATIVE ACTION, CIVIL RIGHTS LEGISLATION, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), EQUAL PROTECTION, FEDERAL LEGISLATION, MINORITY GROUPS, SALARY DIFFERENTIALS, STATE LEGISLATION, WAGES
THIS DOCUMENT OUTLINES THE AFFIRMATIVE ACTION THAT HAS EVOLVED AS THE RESULT OF ATTEMPTS TO ELIMINATE DISCRIMINATION IN FEDERAL EMPLOYMENT AND IN FEDERAL CONTRACTS. THE FOLLOWING ACTS ARE DISCUSSED: (1) FEDERAL EXECUTIVE ORDERS; (2) TITLE VI OF THE CIVIL RIGHTS ACT OF 1964; (3) TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 AS AMENDED BY THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972; (4) TITLES VII AND VIII OF THE PUBLIC HEALTH SERVICE ACT; (5) EQUAL PAY ACT OF 1963 AS AMENDED BY THE EDUCATION AMENDMENTS OF 1972; (6) TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 (HIGHER EDUCATION ACT); (7) STATE ANTI-DISCRIMINATION LAWS, CITING JUDICIAL DECISIONS AND INTERPRETATIONS OF VARIOUS FEDERAL LAWS. AGENCIES AND ORGANIZATIONAL RESOURCES DEALING WITH CIVIL RIGHTS ARE LISTED WITH THEIR ADDRESSES. (JO)
ERIC: ED134551

61 AFFIRMATIVE ACTION: A SADLY PASSIVE EVENT 1976
MOORE, J.; LAVERTY, F.
BUSINESS QUARTERLY, VOL.41, NO.3, AUTUMN 1976, P. 22-26. BIBLIOG. 4
AFFIRMATIVE ACTION, INDUSTRIAL RELATIONS, WOMEN, WOMEN IN BUSINESS
OBSERVATIONS ON AFFIRMATIVE ACTION FOR WOMEN IN CANADA. SOCIAL PROGRESS FOR WOMEN IS VIEWED AS A DISASTER.
MGMT: BQU7640022

62 AFFIRMATIVE ACTION: BY WOMEN FOR WOMEN 1976
VAUGHN, P.; AGGER, L.
FINANCE, VOL.94, NO.4, APRIL 1976, P. 38-39.
AFFIRMATIVE ACTION, CONSULTANT, EEO, LAW, MANAGEMENT, WOMEN IN BUSINESS
WOMEN IN BUSINESS ARE FORMING CONSULTING FIRMS TO AID CORPORATIONS IN ENACTING AFFIRMATIVE ACTION PROGRAMS.
MGMT: FIN7600036

63 AFFIRMATIVE ACTION: THE EMPLOYERS RESPONSIBILITY 1977
KRASNER, P.G.; TURANO, M.V.
PUBLIC RELATIONS JOURNAL, VOL.33, NO.1, JAN 1977, P. 20-22.
AFFIRMATIVE ACTION, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, JOB ADVANCEMENT, MANAGEMENT, MANAGEMENT FUNCTIONS, MINORITIES, PERSONNEL MANAGEMENT, PROMOTION, WOMEN IN BUSINESS
IN SETTING UP AFFIRMATIVE ACTION PROGRAMS, EMPLOYERS SHOULD HAVE A POLICY STATEMENT, A DIRECTOR, PUBLICITY FOR THE PROGRAM, JOB CLASSIFICATION IDENTIFICATION, DEADLINES AND TIMETABLES, MEASUREMENT OF PROGRESS AND COMPANY AND COMMUNITY PROGRAMS TO IMPLEMENT MEASURES.
MGMT: PRJ7700020

54 AFIRMATIVE ACTION: CAN THE VOLUNTARY APPROACH WORK 1976
PIE, B.
BUSINESS QUARTERLY, VOL.41, NO.1, SPRING 1976, P. 15-19.
AFFIRMATIVE ACTION, CANADA, EEO, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, WOMEN IN BUSINESS
THE BURDEN OF RIGHTING EQUAL EMPLOYMENT MATTERS IN CANADA LIES ON THE PROVINCES AND THE CONSCIENCE OF THE EMPLOYER. ABOUT HALF OF COMPANIES INTERVIEWED AND OBSERVED SEEM TO BE GENUINELY TAKING THE INITIATIVE. LONG TERM RESULTS ARE NOT IN, BUT MAJOR CHANGES ARE GOING TO COME FROM WOMEN THEMSELVES IN ATTITUDE, EXPECTATIONS AND PREPARATION.
MGMT: BQU76N0015

55 AFTER JOHNNY CAME MARCHING HOME M 72
CONTACT (NEW YORK):3:7:15-17
DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYMENT QUALIFICATIONS, EQUAL OPPORTUNITIES (JOBS), JOB APPLICANTS, MALES, NEGROES, RACISM, UNEMPLOYMENT, VETERANS
THE PUBLIC RELATIONS DEPARTMENT SWEARS THAT THE COMPANY MAINTAINS ALMOST SLAVISH DEVOTION TO THE PRINCIPLES OF THE EQUAL OPPORTUNITY EMPLOYER, BUT THE PERSONNEL DIRECTOR AND THE BLACK VETERAN FACING HIM KNOW THAT IT IS NOT QUITE SO SIMPLE AS THAT. (DM)
ERIC: EJ075172

56 AFTER THE PIPELINE 1976
MURRAY, T.J.
DUNS REVIEW, VOL.108, NO.5, NOV 1976, P. 74-76.
BUSINESS OPPORTUNITY, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, NATURAL RESOURCES, OIL INDUSTRY
EXPERTS ESTIMATE ALASKAS ECONOMIC GROWTH WILL APPROACH ZERO IMMEDIATELY AFTER COMPLETION OF THE PIPELINE. MANY BUSINESSES, HOUSING, FOOD CATERING AND PREFABRICATION MATERIALS, WILL BE HURT BY THE ABRUPT SLOW-UP. SOME COMPANIES ARE ATTEMPTING TO DIMINISH THEIR LOSSES BY EXPANDING THEIR REGIONAL OPERATIONS. ALASKAS RICH SUPPLY OF NATURAL RESOURCES WILL PROVIDE MANY OPPORTUNITIES AND IT IS EXPECTED ALASKAS GROWTH WILL PICK UP IN 1978.
MGMT: DUN76K0074

57 THE AFTERMATH OF THE BRACERO A STUDY OF THE ECONOMIC IMPACT ON THE AGRICULTURAL HIRED LABOR MARKET OF MICHIGAN FROM THE TERMINATION OF PUBLIC LAW 78. 69
MASON, JOHN DANCER
MICHIGAN STATE UNIV., EAST LANSING. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 273P.; PH.D. DISSERTATION, MICHIGAN STATE UNIVERSITY
BIBLIOGRAPHIES, BRACEROS, ECONOMIC RESEARCH, FARM LABOR SUPPLY, LABOR ECONOMICS, MIGRANT EMPLOYMENT, MIGRANT WORKERS, STATISTICAL ANALYSIS, TABLES (DATA), MICHIGAN, PUBLIC LAW 78
TO TEST THE STOOP LABOR HYPOTHESES THAT THE SUPPLY RESPONSE OF DOMESTIC MIGRANTS TO INCREASED WAGES WOULD BE INELASTIC, THIS STUDY EXAMINED WAGE ADJUSTMENT IN MICHIGAN AGRICULTURE AFTER 1964, SUPPLY RESPONSE TO WAGE CHANGES IN THE PICKLE INDUSTRY, AND ACREAGE DECLINE AND CAPITAL SUBSTITUTION FOLLOWING THE TERMINATION OF THE BRACERO PROGRAM. BETWEEN 1964-65, A STATISTICALLY SIGNIFICANT INCREASE OCCURRED IN THE WAGES OF ALL HIRED AGRICULTURAL WORKERS IN MICHIGAN. THE SUPPLY RESPONSE OF DOMESTIC MIGRANTS TO HIGHER WAGES IN THE PICKLE INDUSTRY WAS NOT INELASTIC, AND DOMESTIC MIGRANTS ACCEPTED JOBS AS STOOP LABORERS. THE EXACT SUPPLY CURVE WAS DIFFICULT TO PLOT BECAUSE OF THE SEASONAL NATURE OF THE WORK. TOTAL ACREAGE DECLINED SLIGHTLY IN 1965 AND 1966, BUT IN 1967 THE HARVIST ACREAGE RETURNED TO THE 1964 LEVEL. THIS WAS PARTIALLY DUE TO INCREASED USE OF MECHANICAL PICKLE HARVESTERS. (BC)
ERIC: ED053257 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-134906, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

58 AGE AND REACTIONS TO TASK CHARACTERISTICS SUM 75
ALDAG, RAMON J.:BRIEF, ARTHUR P.
INDUSTRIAL GERONTOLOGY:2:3:223-9
JOB SATISFACTION, WORK ATTITUDES, EMPLOYEE ATTITUDES, AGE DIFFERENCES, COMPARATIVE ANALYSIS, OCCUPATIONAL SURVEYS, JOBS, YOUNG ADULTS, MIDDLE AGED, TABLES (DATA), JOB ENRICHMENT
A SURVEY OF TWO SAMPLE GROUPS EXAMINES DIFFERENCES BETWEEN OLDER AND YOUNGER EMPLOYEES AND THEIR ATTITUDES TOWARD ENRICHED JOBS. (AUTHOR)
ERIC: EJ122151

59 AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967: A REPORT COVERING ACTIVITIES IN CONNECTION WITH THE ACT DURING 1969. 30 JAN 71
WAGE AND LABOR STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 41P.SUBMITTED TO THE CONGRESS, 1970.
SOCIAL DISCRIMINATION, AGE, FEDERAL LAWS, EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), MIDDLE AGED, EMPLOYMENT OPPORTUNITIES, AGE DISCRIMINATION IN EMPLOYMENT ACT, ADEA
THIS ANNUAL REPORT ON THE AGE DISCRIMINATION IN EMPLOYMENT ACT DESCRIBES ACTIVITIES CONDUCTED UNDER THE ACT IN 1969. THE ACT PROHIBITS DISCRIMINATION IN ANY OF THE TERMS OF EMPLOYMENT AGAINST INDIVIDUALS BETWEEN 40 AND 65 YEARS OF AGE. COVERAGE IS EXTENDED TO EMPLOYERS OF 25 OR MORE PERSONS IN OCCUPATIONS FOR WHICH AGE IS NOT A BONA FIDE QUALIFICATION NECESSARY TO THE CONDUCT OF BUSINESS, AND TO EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS DEALING WITH COVERED EMPLOYERS. APPENDIXES TO THE REPORT CONTAIN FEDERAL REGULATIONS ON RECORD KEEPING AND SUMMARIES OF APPLICABLE STATE LAWS. (BH)
AIM/ARM: VT012286

70 AGE DISCRIMINATION IN EMPLOYMENT TESTING DEC 72
JENKINS, MERCILEE M.
VOCATIONAL GUIDANCE QUARTERLY;21;2;139-143
AGE, DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYMENT PRACTICES, EMPLOYMENT SERVICES, JOB APPLICANTS, OLDER ADULTS, TESTING
RECENT RULINGS ARE REVIEWED AND RELEVANT ISSUES DISCUSSED REGARDING DISCRIMINATORY USE OF TESTS WITH OLDER JOB APPLICANTS. (AUTHOR)
ERIC: EJ070327

71 AGE, SEX, MARRIAGE AND JOBS M 73
BELL, CAROLYN SHAW
PUBLIC INTEREST;30;76-87
BUSINESS CYCLES, ECONOMIC FACTORS, ECONOMIC RESEARCH, EQUAL OPPORTUNITIES (JOBS), FAMILY INCOME, FEMALES, JOB MARKET, SEX DIFFERENCES, UNEMPLOYMENT
THE VIEW THAT HIGH UNEMPLOYMENT REFLECTS A CHANGE IN THE LABOR FORCE IS IN ERROR, PARTICULARLY AS IT INVOLVES WOMEN IN THE LABOR FORCE. (DM)
ERIC: EJ067991

72 AGING AND THE NATURE OF WORK MAY 75
SARASON, SEYMOUR B.
AMERICAN PSYCHOLOGIST;30;5;584-592
OLDER ADULTS, FUTURES (OF SOCIETY), CAREER EDUCATION, JOB SATISFACTION, CAREER CHANGE, CAREER CHOICE, CAREER PLANNING, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, SOCIAL CHANGE
THEORY AND PRACTICE IN REGARD TO THE ELDERLY ARE ALMOST TOTALLY DETERMINED BY THE PERCEIVED CHARACTERISTICS OF THOSE WHO ARE NOW ELDERLY. YET, IN THREE OR MORE DECADES THERE WILL EXIST THE MOST FORMALLY EDUCATED AGED POPULATION ANY SOCIETY HAS EVER HAD, WHICH MAY POSE PROBLEMS THAT ARE INDICALLY DIFFERENT AND POTENTIALLY MORE PERSONALLY AND SOCIALLY DISRUPTIVE. THE IMPLICATIONS OF SUCH A PERSPECTIVE FOR CAREER CHOICE, JOB SATISFACTION AND EDUCATIONAL POLICY ARE DISCUSSED. (EH)
ERIC: EJ118514

73 THE AGING WORKER INSIGHTS INTO THE MASSACHUSETTS PROBLEM. MAY 69
JOHN F. KENNEDY FAMILY SERVICE CENTER, INC., CHARLESTOWN, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 103P.
ADULTS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, HUMAN SERVICES, JOB DEVELOPMENT, JOB PLACEMENT, MANPOWER DEVELOPMENT, OLDER ADULTS
THE REPORT DISCUSSES THE PROBLEMS OF THE OLDER WORKER (THOSE 45 AND OLDER) IN OBTAINING AND MAINTAINING EMPLOYMENT IN THE STATE OF MASSACHUSETTS. IT ALSO ASSESSES THE FEASIBILITY OF REDIRECTING AND REACTIVATING THE OLDER WORKER TOWARD EMPLOYMENT WITH THE AID OF JOB COUNSELING AND PLACEMENT, JOB DEVELOPMENT, AND COMPREHENSIVE SUPPORTIVE SERVICES SUCH AS MEDICAL, SURGICAL, DENTAL, AND PSYCHIATRIC CARE. (AUTHOR)
ERIC: ED081983 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 176, MF $1.45, HC $3.00)

74 THE AGING--SERVED BY AND SERVING AS SUBPROFESSIONALS. OCT 70
MILAND, JOHN E.
SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C. ADMINISTRATION ON AGING.;FORD FOUNDATION, NEW YORK, N.Y.;AMERICAN PUBLIC WELFARE ASSOCIATION, CHICAGO, ILL.
NOTES: 73P.PROCEEDINGS OF A NATIONAL SEMINAR (CHICAGO, ILLINOIS, SEPTEMBER 30-OCTOBER 3, 1969).
CONFERENCE REPORTS, SUBPROFESSIONALS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, WELFARE RECIPIENTS, OLDER ADULTS, SOCIAL SERVICES, MANPOWER UTILIZATION, JOB ANALYSIS, EMPLOYMENT OPPORTUNITIES, JOB TRAINING, SELECTION, RECRUITMENT, PROGRAM COSTS, SYSTEMS APPROACH
REPRESENTATIVES FROM ALL PARTS OF THE UNITED STATES ATTENDED A CONFERENCE DESIGNED TO (1) EXPLORE WAYS AND MEANS OF INVOLVING OLDER PERSONS--PRIMARILY WELFARE RECIPIENTS--AS EMPLOYEES, (2) DELINEATE THE WIDE VARIETY OF TASKS THAT HAVE BEEN AND CAN BE UNDERTAKEN BY OLDER PERSONS, (3) DETERMINE THE KINDS OF RECRUITMENT, SELECTION, TRAINING, SUPPORTIVE EDUCATION, AND SUPERVISION THAT WILL BE NEEDED BY OLDER PERSONS, (4) DEFINE POTENTIAL APPROACHES FOR JOB CLASSIFICATION, DESCRIPTION OF DUTIES, AND CAREER MODELS WITH CIVIL SERVICE AND MERIT SYSTEMS, AND (5) ASSESS MAJOR ADMINISTRATIVE PROBLEMS REGARDING PROGRAM DEVELOPMENT. PRESENTATIONS INCLUDED (1) TRAINING AND USE OF SUBPROFESSIONAL STAFF AND VOLUNTEERS BY CHARLES R. COHEN, (2) A SYSTEMS APPROACH TO JOB DESIGN AND MANPOWER UTILIZATION BY WRETHA WILEY, (3) AN OVERVIEW OF SERVICE ROLES FOR THE AGED EXPERIENCES OF OLDER PERSONS BY HAROLD L. SHEPPARD AND JACK OSSOFSKY, AND (4) SOURCES AND POTENTIALS FOR FUNDING BY EUNICE O. SHATZ. ALSO INCLUDED IN THIS DOCUMENT ARE SEVEN WORKSHOP REPORTS. (AUTHOR/JS)
AIM/ARM: WT016479 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 209 091; MF $0.95; HC $3.00)

75 AGRIBUSINESS AND NATURAL RESOURCE EDUCATION. 10 CURRICULUM GUIDES . 73
IOWA STATE DEPT. OF PUBLIC INSTRUCTION, DES MOINES. DIV. OF CAREER EDUCATION.; IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES. DEPT. OF AGRICULTURAL EDUCATION.
NOTES: 467P.
AGRIBUSINESS, AGRICULTURAL ENGINEERING, AGRICULTURAL SUPPLY OCCUPATIONS, AGRONOMY, ANIMAL SCIENCE, CAREER EDUCATION, CONSERVATION EDUCATION, CURRICULUM GUIDES, FARM MANAGEMENT, HORTICULTURE, LEARNING ACTIVITIES, NATURAL RESOURCES, OFF FARM AGRICULTURAL

(CONT.)

75 OCCUPATIONS, REFERENCE MATERIALS, SECONDARY EDUCATION, WORK EXPERIENCE PROGRAMS
THE PACKET OF 10 CURRICULUM GUIDES, INTENDED TO AID IN PLANNING AND DEVELOPING MATERIALS FOR THE INTRODUCTION OF AGRIBUSINESS AND NATURAL RESOURCE EDUCATION, CAN BE USED IN STATEWIDE EDUCATIONAL PROGRAMS. THE GUIDES ARE APPROPRIATE FOR ALL LEVELS FROM ELEMENTARY TO VOCATIONAL SCHOOLS AND COMMUNITY COLLEGES, ALTHOUGH EMPHASIS IS ON THE SECONDARY LEVEL. THE 10 CURRICULUM GUIDES INCLUDE THE FOLLOWING (1) AGRIBUSINESS AND NATURAL RESOURCE EDUCATION, (2) ANIMAL SCIENCE, (3) AGRONOMIC SCIENCE, (4) AGRICULTURAL MECHANICS, (5) FARM BUSINESS MANAGEMENT, (6) AGRICULTURAL SUPPLIES AND SERVICES, (7) AGRICULTURAL PRODUCTS PROCESSING AND DISTRIBUTION, (8) HORTICULTURE, (9) AGRICULTURAL RESOURCES AND CONSERVATION, AND (10) OCCUPATIONAL EXPERIENCE IN AGRICULTURE. EACH CONTAINS UNITS AND PROBLEM AREAS FOR EACH TOPIC PLUS APPROPRIATE COMPETENCIES AND LEARNING ACTIVITIES. NO INDICATION OF THE LEVEL OF INSTRUCTION IS MADE SINCE THE AGRIBUSINESS AND NATURAL RESOURCE EDUCATION GUIDE PROVIDES THIS INFORMATION. IN EACH OF THE 10 GUIDES IS A LIST OF REFERENCES WITH SOURCES OF REFERENCES AND INSTRUCTIONAL AIDS FOR THE NINE TOPIC AREAS. (LJ)
ERIC: ED112150 INFORMATION AND PUBLIC SERVICES SECTION, DEPARTMENT OF PUBLIC INSTRUCTION, GRIMES STATE OFFICE BUILDING, DES MOINES, IOWA 50319 ($5.00)

76 AGRICULTURAL CHILD LABOR PROVISIONS OF FLSA, 1975: HEARING BEFORE THE SUBCOMMITTEE ON LABOR OF THE COMMITTEE ON LABOR AND PUBLIC WELFARE, UNITED STATES SENATE, NINETY-FOURTH CONGRESS, FIRST SESSION (PRESQUE ISLE, MAINE, JANUARY 18, 1975). 75
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON LABOR AND PUBLIC WELFARE.
NOTES: 125P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT SIZE
AGRICULTURE, CHILD LABOR, CHILD LABOR LEGISLATION, ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, FEDERAL LEGISLATION, LABOR CONDITIONS, MIGRANT WORKERS, RURAL FARM RESIDENTS, RURAL YOUTH, SOCIOECONOMIC INFLUENCES, YOUTH EMPLOYMENT, FAIR LABOR STANDARDS ACT, FLSA, MAINE
A PROVISION OF THE 1974 AMENDMENTS TO THE FAIR LABOR STANDARDS ACT (FLSA) PROHIBITED CHILDREN UNDER THE AGE OF 12 FROM WORKING IN AGRICULTURE, EXCEPT ON THEIR PARENTS FARMS. PURPOSE OF THIS PROVISION WAS TO CODIFY AS A MATTER OF NATIONAL SOCIAL POLICY THAT CHILDREN UNDER 12 SHOULD NOT WORK FOR HIRE IN AGRICULTURE OR ANY OTHER INDUSTRY, WHERE THEY MAY BE EXPLOITED OR ABUSED. THE PROVISION WAS DESIGNED TO IMPROVE FEDERAL LAW BANNING SWEATSHOP PRACTICES AND ABUSES IN MIGRANT LABOR SITUATIONS. OPPONENTS OF THE PROVISION SUGGESTED THAT THERE MAY BE SITUATIONS WHERE THE VERY VALID REASONS BEHIND THIS NEW LAW SIMPLY DID NOT APPLY. FOR INSTANCE, AROOSTOOK COUNTY (MAINE) RELIES HEAVILY ON THE POTATO INDUSTRY WHICH RELIES HEAVILY ON THE LABOR OF SCHOOLCHILDREN. YET, THERE IS NO EXPLOITATION OR ABUSE SINCE THE CHILDREN ARE CONSIDERED AN IMPORTANT AND WILLING PART OF THE LABOR FORCE. FOCUSING ON CHILDREN UNDER 12 PICKING POTATOES IN MAINE, THIS HEARING EXAMINED THE INTENTION AND PRACTICAL EFFECT OF THE PROVISION. TESTIMONY WAS HEARD FROM EDUCATORS, STUDENTS, PARENTS, AND REPRESENTATIVES FROM THE MAINE DEPARTMENT OF MANPOWER AFFAIRS, MAINE EMPLOYMENT SECURITY OFFICE, MAINE POTATO COUNCIL, AGRICULTURAL BARGAINING COUNCIL, AROOSTOOK COUNTY FARM BUREAU, AROOSTOOK FARM LABOR ASSOCIATION, NATIONAL COMMITTEE ON THE EDUCATION OF MIGRANT CHILDREN, AND NORTH AMERICAN BLUEBERRY COUNCIL. (NQ)
ERIC: ED125803

77 AGRICULTURAL LABOR IN THE NORTHEAST STATES. AUG 70
HOLT, JAMES S., AND OTHERS
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. DEPT. OF AGRICULTURAL ECONOMICS AND RURAL SOCIOLOGY.; NORTHEAST AGRICULTURAL EXPERIMENT STATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 244P.
EMPLOYMENT STATISTICS, AGRICULTURAL LABORERS, MANPOWER NEEDS, FARM LABOR SUPPLY, EMPLOYMENT TRENDS, INCOME, SEASONAL EMPLOYMENT, LABOR MARKET, NORTHEASTERN STATES
THIS REPORT COMPILES AND INTEGRATES THE AVAILABLE DATA NECESSARY FOR AN UNDERSTANDING OF THE FARM LABOR PROBLEM IN THE NORTHEAST. THE MAJOR ISSUES ARE THE ADEQUACY OF AGRICULTURAL LABOR SUPPLY AND THE WELFARE OF THE PRESENT AGRICULTURAL WORK FORCE. THE REPORT PREDICTS A CONTINUATION OF THE TREND TOWARD HIGHER WAGES AND LOWER EMPLOYMENT IN AGRICULTURE. AN ACTUAL SHORTAGE OF FARM WORKERS SEEMS UNLIKELY, IN THE FORCE OF INCREASED MECHANIZATION AND DECLINING MANPOWER NEEDS. SUBSTANTIAL IMPROVEMENT IN THE WELFARE OF FARM WORKERS WILL REQUIRE ACTION TO MOVE WORKERS OUT OF AGRICULTURE, REMOVE THE AGRICULTURAL EXEMPTIONS FROM EXISTING LABOR LEGISLATION, AND PROVIDE ADEQUATE WELFARE SUPPORT FOR THE DISPLACED WORKERS. (SH)
AIM/ARM: VT014455

78 THE AGRICULTURAL WORKFORCE AND RURAL DEVELOPMENT THE PLIGHT OF THE MIGRANT WORKER. 71
LASSEY, WILLIAM R.; NAVRATIL, GERALD
MONTANA STATE UNIV., BOZEMAN. MONTANA AGRICULTURAL EXPERIMENT STATION. DEPARTMENT OF AGRICULTURE, WASHINGTON, D.C.
NOTES: 29P.
COMMUNITY RELATIONS, CULTURAL BACKGROUND, EDUCATION, EMPLOYMENT PATTERNS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, INCOME, JOB PLACEMENT, JOB TRAINING, MEXICAN AMERICANS, MIGRANT WORKERS, NEEDS, RURAL DEVELOPMENT, SOCIAL BACKGROUND, UNIONS, MONTANA
DISCUSSED IN THIS REPORT ARE THE MEXICAN AMERICAN MIGRANT AGRICULTURAL WORKERS WHO MIGRATE ANNUALLY TO MONTANA. MUCH OF THE INFORMATION INCLUDED WAS COLLECTED AS PART OF A STUDY OF EDUCATIONAL PROGRAMS FOR MIGRANTS UNDERTAKEN DURING THE SUMMER OF 1970. THE REPORT DISCUSSES TOPICS SUCH AS THE CULTURAL AND SOCIAL BACKGROUNDS OF THESE MIGRANTS,

(CONT.)
78 HOUSING, COMMUNITY RELATIONS, EMPLOYMENT, INCOME, EDUCATION, JOB TRAINING, RURAL ECONOMIC DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, AND THE UNIONIZATION OF MIGRANTS. (NQ)
ERIC: ED059797

79 AIAA EMPLOYMENT WORKSHOPS (SEPTEMBER 1, 1970-DECEMBER 31, 1971). VOLUME II, AN ANALYTIC REPORT ON SOME EFFECTS OF TWENTY-TWO WORKSHOPS. 31 DEC 71
AMERICAN INST. OF AERONAUTICS AND ASTRONAUTICS, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 72P.
AEROSPACE INDUSTRY, DEMONSTRATION PROGRAMS, EMPLOYMENT SERVICES, ENGINEERS, FOLLOWUP STUDIES, JOB PLACEMENT, PROFESSIONAL PERSONNEL, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SCIENTIFIC PERSONNEL, SCIENTISTS, UNEMPLOYMENT, VOCATIONAL COUNSELING, WORKSHOPS, AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS
IN RESPONSE TO GROWING UNEMPLOYMENT AMONG PROFESSIONAL PERSONNEL IN THE AEROSPACE INDUSTRY, A SERIES OF 175 WORKSHOPS WERE CONDUCTED IN 43 CITIES. NEARLY 15,000 UNEMPLOYED ENGINEERS AND SCIENTISTS ATTENDED THE WORKSHOPS AND RECEIVED JOB COUNSELING AND PLACEMENT SERVICES FROM VOLUNTEER GROUPS WORKING TO MATCH SKILLS AND JOBS. TO EVALUATE THE EFFECTS OF THE WORKSHOPS ON APPLICANTS JOB-HUNTING TECHNIQUES, SUCCESS AT FINDING EMPLOYMENT, AND INCOME, 22 WORKSHOPS IN 11 CITIES WERE SELECTED FOR ANALYSIS. DATA WERE OBTAINED DURING THE WORKSHOPS AND FROM MAIL SURVEYS 2 AND 6 MONTHS AFTER ATTENDANCE. AT THE END OF THE WORKSHOPS 91 PERCENT OF THE PARTICIPANTS FELT THAT THE SESSIONS HAD BEEN HIGHLY VALUABLE. TWO MONTHS LATER, 22 PERCENT HAD FOUND PERMANENT JOBS, GENERALLY IN FIELDS OTHER THAN AEROSPACE. HOWEVER, 27 PERCENT OF THOSE IN A CONTROL GROUP FOUND PERMANENT JOBS DURING THE SAME PERIOD, INDICATING THAT THE WORKSHOPS DID NOT HAVE A POSITIVE EFFECT ON EMPLOYMENT. AFTER 6 MONTHS, AN ADDITIONAL 25 PERCENT HAD FOUND EMPLOYMENT. THE SURVEY RESPONDENTS INDICATED THAT THE GREATEST BENEFITS OF THE WORKSHOPS WERE IN IMPROVING JOB-HUNTING TECHNIQUES AND INTERVIEWING SKILLS. TWO OTHER VOLUMES ARE AVAILABLE AS VT 015 461 AND 015 463 IN THIS ISSUE. (BH)
ERIC: ED063484

80 AIAA EMPLOYMENT WORKSHOPS (SEPTEMBER 1, 1970-DECEMBER 31, 1971). VOLUME III, WORKSHOP HANDBOOK. 31 DEC 71
AMERICAN INST. OF AERONAUTICS AND ASTRONAUTICS, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 208P.
AEROSPACE INDUSTRY, DEMONSTRATION PROGRAMS, EMPLOYMENT SERVICES, ENGINEERS, GUIDELINES, JOB PLACEMENT, MANUALS, PROFESSIONAL PERSONNEL, SCIENTIFIC PERSONNEL, SCIENTISTS, UNEMPLOYMENT, VOCATIONAL COUNSELING, WORKSHOPS, AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS
IN RESPONSE TO GROWING UNEMPLOYMENT AMONG PROFESSIONAL PERSONNEL IN THE AEROSPACE INDUSTRY, A SERIES OF 175 WORKSHOPS WERE CONDUCTED BY THE AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS (AIAA) IN 43 CITIES. NEARLY 15,000 UNEMPLOYED ENGINEERS AND SCIENTISTS ATTENDED THE WORKSHOPS AND REVIEWED JOB COUNSELING AND PLACEMENT SERVICES FROM VOLUNTEER GROUPS WORKING TO MATCH SKILLS AND JOBS. DEVELOPED TO PROVIDE INFORMATION FOR ORGANIZING FUTURE WORKSHOPS, THE TECHNIQUES DESCRIBED IN THIS HANDBOOK CAME FROM PREVIOUS WORKSHOPS ACROSS THE NATION. THE HANDBOOK COVERS ORGANIZATION, FINANCE, INTERAGENCY COORDINATION, AND INTERVIEWING PROBLEMS. TWO RELATED VOLUMES ARE AVAILABLE AS VT 015 461-015 462 IN THIS ISSUE. (BH)
ERIC: ED063445

81 AIAA EMPLOYMENT WORKSHOPS (SEPTEMBER 1, 1970-DECEMBER 31, 1971). VOLUME 1, FINAL REPORT. 31 DEC 71
AMERICAN INST. OF AERONAUTICS AND ASTRONAUTICS, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 50P.
AEROSPACE INDUSTRY, DEMONSTRATION PROGRAMS, EMPLOYMENT SERVICES, ENGINEERS, JOB PLACEMENT, PROFESSIONAL PERSONNEL, SCIENTIFIC PERSONNEL, SCIENTISTS, UNEMPLOYMENT, VOCATIONAL COUNSELING, WORKSHOPS, AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS
IN RESPONSE TO GROWING UNEMPLOYMENT AMONG PROFESSIONAL PERSONNEL IN THE AEROSPACE INDUSTRY, A SERIES OF 175 WORKSHOPS WERE CONDUCTED BY THE AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS (AIAA) IN 43 CITIES. NEARLY 15,000 UNEMPLOYED ENGINEERS AND SCIENTISTS ATTENDED THE WORKSHOPS AND REVIEWED JOB COUNSELING AND PLACEMENT SERVICES FROM VOLUNTEER GROUPS WORKING TO MATCH SKILLS AND JOBS. A FOLLOWUP SURVEY OF PARTICIPANTS REVEALED THAT 42 PERCENT OBTAINED JOBS WITHIN 6 MONTHS, AND 98 PERCENT WOULD RECOMMEND THE WORKSHOP TO OTHERS. THE WORKSHOPS FILLED A NEED FOR RELIABLE, INEXPENSIVE, AND READILY ACCESSIBLE JOB COUNSELING SERVICES. THE WORKSHOPS SUCCESS IN SPREADING ACROSS THE COUNTRY WAS ATTRIBUTED TO THE EFFORTS OF AIAA PROFESSIONAL STAFF AND THE ABILITY TO ATTRACT LOCAL SUPPORT BECAUSE OF PUBLICITY AND THE RELATIVELY LOW COST OF THE WORKSHOPS COMPARED WITH THE BENEFITS RECEIVED. VOLUMES II AND III ARE AVAILABLE AS VT 015 462 - 015 463 IN THIS ISSUE. (BH)
ERIC: ED063483

82 AIR CONDITIONING, TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 23P.; FOR RELATED DOCUMENTS SEE CE 007 553-569, APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
AIR CONDITIONING, AIR CONDITIONING EQUIPMENT, BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION,

(CONT.)

92 SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE AIR CONDITIONING TRADE AS RECOMMENDED BY THE SUCCESSFUL AIR CONDITIONER. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF AN AIR CONDITIONER OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN AIR CONDITIONING WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY, BLUEPRINT READING AND PLANNING, TOOLS AND EQUIPMENT, OPERATIONS AND/OR JOBS, AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, GUIDANCE INFORMATION AND SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONS CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD).
ERIC: ED128560

93 AIR FORCE EDUCATION GOES CIVILIAN MAY 74
WOJCIECHOWSKI, WILLIAM A.
TECHNICAL EDUCATION REPORTER:1:1:63-7
INTERINSTITUTIONAL COOPERATION, VOCATIONAL EDUCATION, MILITARY TRAINING, COMMUNITY COLLEGES, TECHNICAL EDUCATION, MILITARY SCHOOLS, RELEVANCE (EDUCATION), TEACHING TECHNIQUES, COMMUNITY COLLEGE OF THE AIR FORCE
THE COMMUNITY COLLEGE OF THE AIR FORCE INTENDS TO HELP MEET THE DEMAND THAT PUBLIC EDUCATION BE MORE CAREER RELATED BY PROVIDING TECHNICIAN TRAINING RELEVANT TO CIVILIAN CAREERS AND BY ACTING AS A RESOURCE IN THE DEVELOPMENT OF JOB-RELEVANT CIVILIAN EDUCATION. (AJ)
ERIC: EJ097416

94 THE AIR FORCE SYSTEMS APPROACH TO CURRICULUM DESIGN SEP 76
KAAPKE, LYLE O.
AMERICAN VOCATIONAL JOURNAL:51:6:28-9,32
CURRICULUM DESIGN, INSTRUCTIONAL MATERIALS, VOCATIONAL EDUCATION, SYSTEMS APPROACH, EVALUATION CRITERIA, CURRICULUM EVALUATION, EDUCATIONAL OBJECTIVES, BEHAVIORAL OBJECTIVES, SYSTEMS ANALYSIS, RESEARCH TOOLS, AIR FORCE, INSTRUCTIONAL SYSTEMS DESIGN, ISD
DESCRIBES THE INSTRUCTIONAL SYSTEMS DESIGN (ISD) MODEL USED TO DESIGN TRAINING TO FIT SKILLS REQUIRED ON THE JOB. MOST VOCATIONAL EDUCATORS WILL RECOGNIZE THE COMPONENTS OF THIS MODEL WHICH THE AIR FORCE IMPLEMENTS ON A VAST SCALE AND REGULAR BASIS. THEY SHOULD BE INTERESTED, TOO, IN SOME OF THE RESULTING MATERIALS IT MAKES AVAILABLE TO CIVILIAN EDUCATORS. (EDITOR/HD)
ERIC: EJ145864

95 THE AIR LEFT IN THE BAG - A TRAINING PROGRAM THAT FAILED JUL 71
KOZOLL, CHARLES E.
TRAINING AND DEVELOPMENT JOURNAL:25:7:22-5
ADJUSTMENT PROBLEMS, FAILURE FACTORS, JOB TRAINING, LOW MOTIVATION, RACIAL ATTITUDES, UNSKILLED WORKERS, WORK EXPERIENCE PROGRAMS
DEALS WITH A PROGRAM TO TRAIN POOR PEOPLE FOR JOBS IN SUPERMARKETS AND THE REASONS WHY IT FAILED. (EK)
ERIC: EJ039051

96 AIR TRAFFIC CONTROL SPECIALIST (AIR TRANS.) 0-61.60--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 98P.
AIRPORTS, APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRAFFIC CONTROL, TRANSPORTATION, AIR TRAFFIC CONTROL SPECIALIST, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065590

87 AIRCRAFT-AND-ENGINE MECHANIC (AIRCRAFT MFG; AIR TRANS.) 621.281 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, AVIATION MECHANICS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061316

88 AIRPLANE STEWARDESS (AIR TRANS.) 352.878--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. APR 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, HUMAN SERVICES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRANSPORTATION, TRAVEL, AIRPLANE STEWARDESS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068564

89 ALASKA MANPOWER TRAINING PROGRAMS. 71
ALASKA STATE MANPOWER PLANNING COUNCIL, JUNEAU.
NOTES: 36P.
AMERICAN INDIANS, ANCILLARY SERVICES, EMPLOYMENT PROGRAMS, FEDERAL AID, HUMAN RESOURCES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, RURAL AREAS, STATE FEDERAL SUPPORT, TRAINING, ALASKA
THE ALASKA STATE MANPOWER PLANNING COUNCIL PROVIDES BRIEF SUMMARIES OF HUMAN RESOURCE DEVELOPMENT PROGRAMS, DESCRIBING ELIGIBILITY REQUIREMENTS, ALASKA CONTACT SOURCES, AUTHORIZING LEGISLATION, AND ADMINISTERING AGENCIES. THE INFORMATION IS PRIMARILY DIRECTED TO OFFICIALS AND INDIVIDUALS INVOLVED IN HUMAN DEVELOPMENT. MOST OF THE PROGRAMS RECEIVE BOTH FEDERAL AND STATE FINANCING, WITH THE FEDERAL SECTOR THE LARGER CONTRIBUTOR. THE ALASKA AGENCIES RESPONSIBLE FOR IMPLEMENTING THE RESPECTIVE PROGRAMS (E.G., JOB CORPS, MODEL CITIES, NEIGHBORHOOD YOUTH CORPS, AND RURAL ALASKA COMMUNITY ACTION PROGRAM) ARE LISTED. (FF)
ERIC: ED080247

90 ALIEN WORKERS A STUDY OF THE LABOR CERTIFICATION PROGRAM. AUG 71
NORTH, DAVID S.
TRANSCENTURY CORP., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 207P.
CERTIFICATION, IMMIGRANTS, LABOR CONDITIONS, LABOR LEGISLATION, LABOR MARKET, LABOR STANDARDS, MANPOWER UTILIZATION, POLICY
THIS IS A REPORT OF A STUDY OF U.S. IMMIGRATION POLICY AS ADMINISTERED BY THE DEPARTMENT OF LABORS LABOR CERTIFICATION PROGRAM. THE REPORT PROVIDES A HISTORY OF THE PROGRAM, DESCRIBES ITS OPERATION, AND ANALYZES ITS IMPACT ON THE LABOR MARKET. (AUTHOR)
ERIC: ED081970 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 827, MF $1.45, PC $3.00)

91 ALL THE COMFORTS OF THE OFFICE 1977
TAVERNIER, G.
INTERNATIONAL MANAGEMENT, VOL.32, NO.1, JAN 1977, P. 28-31.
EFFICIENCY, FLEXIBLE SCHEDULE, INDUSTRIAL RELATIONS, MANAGEMENT, PERSONNEL MANAGEMENT,

(CONT.)

91 PRODUCTIVITY
TOPSIKRING, A DANISH INSURANCE COMPANY, HAS ADOPTED A POLICY OF FREEDOM WITH RESPONSIBILITY. THE IMPACT OF THIS POLICY ON PRODUCTIVITY, PROFITABILITY, EMPLOYEE MORALE AND MAINTENANCE COSTS IS EXAMINED. THE ADVANTAGES AND DISADVANTAGES OF THE SYSTEM ARE STUDIED.
MGMT: IMG77A0028

92 THE ALL-VOLUNTEER ARMED FORCE--A BLUEPRINT FOR MILITARY AND POLITICAL WEAKNESS 20 JAN 72
MCGUIRE, THOMAS M. JR
ARMY WAR COLL CARLISLE BARRACKS PA
DISTRIBUTION LIMITATION NOW REMOVED.
NOTES: RESEARCH PAPER 33P
ARMED FORCES, ALL VOLUNTEER MILITARY SERVICES, BLACKS, CAREER DEVELOPMENT, CAUCASIANS, MILITARY OCCUPATIONAL SPECIALTY, MILITARY FORCE STRUCTURES, NEGROES, PATRIOTISM, NTISDODXD
THIS MONOGRAPH EXAMINES A NUMBER OF THE FINDINGS OF THE GATES COMMISSION REPORT ON THE ALL-VOLUNTEER ARMED FORCE. IT PROVIDES ARGUMENTS WHICH TEND TO REFUTE THEIR FINDINGS REGARDING HISTORIC RELIANCE ON VOLUNTARISM, PAY, VOLUNTARISM AMONG CAREER FORCES, AND THE IMPACT OF THE DRAFT ON VOLUNTARISM. ALSO ADDRESSED ARE COST, FLEXIBILITY, PATRIOTISM, AND THE RESPONSIBILITY TO MEET THE THREAT FACING OUR NATION. IT CONCLUDES THAT THE ALL-VOLUNTEER FORCE CONCEPT WILL RESULT IN A SMALLER, LESS CAPABLE FORCE AND THE END OF CONSCRIPTION MAY WELL ALTER OUR NATIONAL WILL TO RETAIN OUR LEADERSHIP POSITION IN THE WORLD. (AUTHOR)
NTIS: AD-912 754/9ST NTIS PRICES PC$4.00/MF$3.00

93 ALLIED HEALTH MANPOWER: TRENDS AND PROSPECTS. 69
GREENFIELD, HARRY I.;BROWN, CAROL A.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 211P.
EMPLOYMENT STATISTICS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, HEALTH SERVICES, MANPOWER NEEDS, OCCUPATIONAL MOBILITY, SOCIOECONOMIC INFLUENCES, WAGES
THIS COMPREHENSIVE VIEW OF THE MANPOWER DIMENSIONS OF CONTEMPORARY AMERICAN MEDICINE SHEDS NEW LIGHT ON THE APPROXIMATELY 2.5 MILLION PERSONS WHO, TOGETHER WITH MORE THAN 300,000 PHYSICIANS, ARE ENGAGED IN PROVIDING HEALTH SERVICES. THE FOCUS IS UPON 1.2 MILLION HEALTH WORKERS (EXCLUSIVE OF NURSES) WITH LESS THAN A COLLEGE EDUCATION. CHAPTERS INCLUDE (1) MANPOWER DYNAMICS OF THE HEALTH SERVICES INDUSTRY, (2) ALLIED HEALTH PERSONNEL IN THE HEALTH MANPOWER SPECTRUM, (3) SOURCES OF SUPPLY, (4) EDUCATION AND TRAINING, (5) STRUCTURE AND FUNCTION OF ALLIED HEALTH LABOR MARKETS, (6) FACETS OF UTILIZATION, (7) FEDERAL PROGRAMS, AND (8) OVERVIEW AND RECOMMENDATIONS. RECOMMENDATIONS INCLUDE UPWARD AMENDMENT OF THE MINIMUM WAGE PROVISION, EXTENSION OF UNEMPLOYMENT INSURANCE AND WORKMENS COMPENSATION TO ALL HEALTH PERSONNEL, PROVISION FOR ORDERLY BARGAINING, RECRUITMENT EFFORTS DIRECTED TOWARD OLDER WOMEN AND JUNIOR HIGH SCHOOL STUDENTS, ENCOURAGEMENT OF SCHOOLS OF ALLIED HEALTH PROFESSORS, GREATER UTILIZATION OF INDIGENOUS NONPROFESSIONALS, COVERAGE OF THE WHOLE SPECTRUM OF ALLIED HEALTH MANPOWER TRAINING BY FEDERAL LEGISLATION, AND CLOSER COORDINATION AMONG OFFICIAL AGENCIES CONCERNED WITH HEALTH SERVICES. RESEARCH NEEDS ARE ALSO CITED. (JK)
ERIC: ED034854 COLUMBIA UNIVERSITY PRESS, 136 SOUTH BROADWAY, NEW YORK, NEW YORK 10533 ($8.00)

94 ALLIED HEALTH PERSONNEL EDUCATION, LICENSURE, AND CERTIFICATION (A BIBLIOGRAPHY WITH ABSTRACTS) NOV 77
CROCKETT, PERNELL M.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-NOV 77 168P*
BIBLIOGRAPHIES, ALLIED HEALTH PERSONNEL, HEALTH MANPOWER EDUCATION, CAREER DEVELOPMENT, TRAINING PROGRAMS, NURSES MIDWIVES, NURSE PRACTITIONERS, DENTAL ASSISTANTS, DENTAL HYGIENISTS, MEDICAL TECHNOLOGISTS, RADIOLOGIC TECHNOLOGISTS, NURSES AIDES, OCCUPATIONAL THERAPISTS, PHYSICAL THERAPISTS, NTISNTIS
THE BIBLIOGRAPHY REVIEWS LITERATURE ON SPECIALLY TRAINED AND LICENSED HEALTH MANPOWER WHO SUPPORT, COMPLEMENT, OR SUPPLEMENT THE PROFESSIONAL FUNCTIONS OF PHYSICIANS, DENTISTS, REGISTERED NURSES, AND OTHER HEALTH PROFESSIONALS IN THE DELIVERY OF HEALTH CARE. ALSO INCLUDED ARE THOSE PERSONNEL WHO ASSIST ENVIRONMENTAL ENGINEERS AND OTHER PERSONNEL IN ENVIRONMENTAL HEALTH CONTROL AND PREVENTIVE MEDICINE ACTIVITIES. THE COMPILATION OF REPORTS INCLUDE INFORMATION ON HEALTH OCCUPATIONS AND CAREER OPPORTUNITIES; TRAINING PROGRAMS AND TRAINEESHIP GRANTS; CURRICULUM DEVELOPMENT; AND CERTIFICATION, CREDENTIALING AND LICENSURE. (CONTAINS 163 ABSTRACTS)
NTIS: NTIS/PS-77/0961/1ST NTIS PRICES PC N01/MF N01

95 ALMOST HALF OF ALL CHILDREN HAVE MOTHERS IN THE LABOR FORCE 1977
GROSSMAN, A.S.
(U.S.) MONTHLY LABOR REVIEW, VOL.100, NO.6, JUNE 1977, P. 41-44. BIBLIOG. 9
CHILD CARE, CHILDREN, ECONOMICS, LABOR FORCE, MINORITIES, WOMEN, WOMEN IN BUSINESS
IN MARCH 1976 ALMOST 46% OF CHILDREN 18 OR YOUNGER HAD WORKING MOTHERS. THE NUMBER OF CHILDREN PER FAMILY IS DECLINING AND THE NEED FOR ADDITIONAL INCOME ATTRIBUTES TO THE INCREASE IN WORKING MOTHERS. DATA ON THE USE OF CHILD CARE FACILITIES IS SPARSE BUT GREATER USE OF THE FACILITIES IS EXPECTED.
MGMT: UML77F0041

96 ALPHA A CASE STUDY IN UPGRADING. 73
GRANICK, LEONARD P. R.;AND OTHERS
NEW CAREERS SYSTEMS INST., INC., NEW BRUNSWICK, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 234P.
CAREER LADDERS, CASE STUDIES, INDUSTRIAL PERSONNEL, INDUSTRIAL STRUCTURE, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MODELS, ORGANIZATIONAL CLIMATE, PROMOTION (OCCUPATIONAL), WAGES, WORK ATTITUDES, ALPHA PLASTICS PRINTING CO INC
AN INDUSTRY-FOCUSED UPGRADING MODEL, BASED UPON JOB REDESIGNS OF ENTRY-LEVEL AND HIGHER SKILL POSITIONS AND A MULTI-STEP DIAGONAL/VERTICAL PROGRESSION LADDER WAS INSTALLED IN A COMPANY HAVING A 150-EMPLOYEE BLUE COLLAR WORK FORCE. THE MODEL PROVIDED FOR RAPID PROMOTION AND WAGE INCREASES OF BOTH PRESENT EMPLOYEES AND NEW HIRES, SUPPORTED BY SKILLS TRAINING AND BASIC EDUCATION PROGRAMS. A CONSULTANT FIRST DETERMINED THAT THE COMPANY WAS EXPERIENCING PROBLEMS OF RECRUITMENT OF HIGHER SKILL-LEVEL WORKERS, RETENTION OF ENTRY LEVEL LABORERS, REDUCED PRODUCTIVITY, AND POOR QUALITY WORKMANSHIP. THE DEMONSTRATION PRODUCED CHANGES, PLANT ATMOSPHERE DID NOT IMPROVE AND NEGATIVE ATTITUDES TOWARD ENTRY WORKERS INCREASED BECAUSE OF A DECLINE IN THE NEED TO UPGRADE THESE EMPLOYEES. THE PROJECT DEMONSTRATED THAT JOB REDESIGN AND JOB LADDER CONSTRUCTIONS ARE FEASIBLE INSTRUMENTS FOR USE IN PLANTS WITH FLAT OCCUPATIONAL STRUCTURES PROVIDED THE SKILLS RATIO OF UNSKILLED AND SKILLED EMPLOYEES IS LOW, THERE IS SUFFICIENT SKILLS DIFFERENTIATION BETWEEN LOWER AND HIGHER SKILL JOBS, AND THERE IS SUFFICIENT PROMOTION SPACE. (AUTHOR/KH)
ERIC: ED090674 NEW CAREERS SYSTEMS INSTITUTE, INC., 8 SICARD STREET, NEW BRUNSWICK, N.J. (NO PRICE QUOTED)

97 THE ALPINE PROJECT (A TEST OF THREE TECHNIQUES FOR ASSISTING CHRONICALLY UNEMPLOYABLE OLDER WORKERS). FINAL REPORT. JAN 71
JEWISH VOCATIONAL SERVICE, CHICAGO, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-15-67-55
NOTES: 199P.
EDUCATIONAL PROGRAMS, EMPLOYMENT SERVICES, FEASIBILITY STUDIES, JOB PLACEMENT, MANPOWER DEVELOPMENT, MIDDLE AGED, OLDER ADULTS, PROGRAM EVALUATION, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION
THE PROJECT WAS DESIGNED TO TEST THE FEASIBILITY OF A VARIETY OF SERVICE TECHNIQUES TO ASSIST CHRONICALLY UNEMPLOYED OLDER WORKERS IN OBTAINING EMPLOYMENT. INDIVIDUALS BETWEEN THE AGES OF 45-65 WHO WERE UNEMPLOYED FOR AT LEAST 15 MONTHS WERE ELIGIBLE FOR THE PROJECT. THE CLIENTS WERE ASSIGNED TO THREE BASIC GROUPINGS (1) A REHABILITATION WORKSHOP FOR EVALUATION, WORK ADJUSTMENT, GROUP COUNSELING AND JOB REFERRAL, AND PLACEMENT; (2) A PREVOCATIONAL TRAINING AND GROUP COUNSELING PROGRAM WITH JOB-HUNTING AND SUBSEQUENT REFERRAL AND PLACEMENT SERVICES; AND (3) A VOCATIONAL COUNSELING PROGRAM WITH IMMEDIATE REFERRAL AND PLACEMENT SERVICE. (AUTHOR)
ERIC: ED134872 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22151 (MC $3.00, MF $0.95, ORDER NUMBER PB-199 179)

98 THE ALPINE PROJECT: EXPERIMENTAL AND DEMONSTRATION PROGRAM FOR VOCATIONALLY DISADVANTAGED OLDER WORKERS. FINAL REPORT. OCT 69
JEWISH VOCATIONAL SERVICE, CHICAGO, ILL. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 101P.
UNEMPLOYMENT, REHABILITATION PROGRAMS, VOCATIONAL COUNSELING, JOB PLACEMENT, MIDDLE AGED, EXPERIMENTAL GROUPS, CONTROL GROUPS, EXPERIMENTAL PROGRAMS, DISADVANTAGED GROUPS, ALPINE PROJECT
THIS PROJECT DEVELOPED AND EVALUATED THREE DIFFERENT SERVICE TECHNIQUES TO ASSIST IN GAINING EMPLOYMENT FOR CHRONICALLY UNEMPLOYED OLDER WORKERS, BETWEEN THE AGES OF 45 AND 65. APPROXIMATELY ONE-THIRD OF THE CLIENTS WERE ASSIGNED TO A REHABILITATION WORKSHOP FOR EVALUATION, WORK ADJUSTMENT, GROUP COUNSELING AND JOB REFERRAL AND PLACEMENT, ONE-THIRD TO A PREVOCATIONAL TRAINING AND GROUP COUNSELING PROGRAM, AND A FINAL THIRD TO VOCATIONAL COUNSELING WITH IMMEDIATE REFERRAL AND PLACEMENT SERVICE. SERVICES FOR 330 RANDOMLY ASSIGNED TREATMENT CLIENTS WERE PROVIDED, AND A CONTROL GROUP AND COMPARISON GROUPS WERE SET UP. THE PROJECT PROVED SUCCESSFUL: ONE IMPORTANT FACTOR OF EMPLOYMENT SUCCESS WAS FOUND TO BE CLIENT MOTIVATION. (GEB)
AIM/ARM: VT013564

99 ALTERING THE SOCIAL STRUCTURE IN COAL MINING: A CASE STUDY 1976
MILLS, T.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.10, OCT 1976, P. 3-10.
COAL INDUSTRY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, RESISTANCE TO CHANGE, SUPERIOR SUBORDINATE RELATIONSHIP, UNIONS, WORKING CONDITIONS
UNDER THE GUIDANCE OF THE NATIONAL QUALITY OF WORK CENTER, THE RUSHTON COAL MINE OF PENNSYLVANIA INSTITUTED A SYSTEM OF TEAM PRODUCTION AND PARTICIPATIVE MANAGEMENT DESIGNED TO IMPROVE MINE PRODUCTIVITY. THOUGH BOTH WORKER MORALE AND PRODUCTION PER WORKER IMPROVED, THE EXPERIMENT WAS ONLY A CONDITIONAL SUCCESS. WORKERS NOT INVOLVED IN THE PROJECT RESENTED THE SPECIAL ATTENTION ITS PARTICIPANTS RECEIVED AND REFUSED INNOVATIONS IN THEIR OWN ROUTINE.
MGMT: UML76J0033

100 ALTERNATE PLANS IN THE EVENT OF WORK INTERRUPTION COOPERATIVE VOCATIONAL EDUCATION IN PENNSYLVANIA. CVE MONOGRAPH NO. 2. JUL 73
DIXIE, THEODORE C.;WELCH, FREDERICK G.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. DEPT. OF VOCATIONAL EDUCATION. PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG. BUREAU OF VOCATIONAL, TECHNICAL, AND CONTINUING EDUCATION.
NOTES: 30P.
COOPERATIVE EDUCATION, EDUCATIONAL PROBLEMS, JOB LAYOFF, ON THE JOB TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS, WORK EXPERIENCE PROGRAMS
TO HELP SOLVE THE PROBLEM OF STUDENT LAYOFFS DURING TRAINING, THE STUDY SOUGHT EFFECTIVE ALTERNATIVE METHODS AND PROCESSES, AS USED BY COOPERATIVE VOCATIONAL EDUCATION (CVE), TO SHORT-TERM LAYOFFS OR STUDENT TERMINATION FROM TRAINING STATIONS. ANOTHER OBJECTIVE WAS TO DETERMINE POSSIBLE STEPS TO PROVIDE REASONABLE CONTINUITY IN THE STUDENTS EDUCATIONAL PROCESS IN THE EVENT OF SINGLE INDUSTRY LAYOFF, A GENERAL RECESSION, OR THE STUDENTS INABILITY TO ADJUST TO THE TRAINING STATION. CHAPTER 1 PROVIDES BACKGROUND INFORMATION, A STATEMENT OF THE PROBLEMS, AND A SYSTEMS APPROACH TO CVE USING AN EIGHT-STEP, SEQUENTIAL INSTRUCTIONAL PLAN. CHAPTER 2 REVIEWS THE LITERATURE RELATED TO ALTERNATIVE APPROACHES AND DESCRIBES SOME ALTERNATE APPROACHES USED BY OTHER STATES. A CONCLUDING SUMMARY DISCUSSES RECOMMENDED ALTERNATE APPROACHES, INCLUDING RELOCATION, TRANSFER, ASSIGNMENT OF PROJECTS RELATED TO THE STUDENTS CAREER OBJECTIVES, IN-SCHOOL WORK ACTIVITIES, SEASONAL WORK ENROLLMENT, AND STUDENT BEHAVIOR AND ATTITUDE MODIFICATION. LISTINGS OF RESOURCE PEOPLE, PROJECT EVALUATION TEAM MEMBERS, AND REFERENCES ARE APPENDED. (AUTHOR/NH)
ERIC: ED101125

101 ALTERNATIVE EDUCATION EVALUATION AND IMPLEMENTATION OF EBCE. APR 76
SHIVELY, JOE E.;SANDERS, JACK
NOTES: 19P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (60TH, SAN FRANCISCO, CALIFORNIA, APRIL 19-23, 1976)
CAREER EDUCATION, COOPERATIVE EDUCATION, EDUCATIONAL ALTERNATIVES, HIGH SCHOOL STUDENTS, INTEGRATED CURRICULUM, PARENT ATTITUDES, PARTICIPANT SATISFACTION, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SCHOOL COMMUNITY RELATIONSHIP, SECONDARY EDUCATION, STUDENT EVALUATION, WORK EXPERIENCE PROGRAMS, EXPERIENCE BASED CAREER EDUCATION
INCREASING STUDENT DISENCHANTMENT WITH TRADITIONAL SCHOOLING PROMPTED THE DEVELOPMENT OF AN ALTERNATIVE EDUCATIONAL PROGRAM EXPERIENCE-BASED CAREER EDUCATION (EBCE). DURING THREE YEARS OF DEVELOPMENT, EVALUATION PROVIDED STUDENT, PARENT, AND EMPLOYER DATA ON PROGRAM IMPACT AND EFFECTIVENESS. STAKEHOLDERS INVOLVEMENT IN PROGRAM DEVELOPMENT AND DIFFUSION HAS RESULTED IN SALIENT CHARACTERISTICS WHICH HAVE IMPACTED THE APPALACHIA EDUCATIONAL LABORATORY (AEL)/EBCE STRATEGIES FOR MARKETING THE PROGRAM. STATISTICAL DATA AND TESTIMONIALS LEND CREDENCE FOR CONTINUATION AND IMPLEMENTATION OF EBCE AS AN ALTERNATIVE EDUCATIONAL PROGRAM. CONTACTS AND VISITS BY POTENTIAL ADOPTERS HAVE RESULTED IN NEW AEL/EBCE SITES IN FY 76, ADOPTIONS DIRECTLY RELATED TO CONTINUING STAKEHOLDER INVOLVEMENT. (AUTHOR/RC)
ERIC: ED121942

102 ALTERNATIVE EDUCATION WHAT CHOICE OR DIFFERENCE SEP 73
FITZGERALD, R. T.;AND OTHERS
QUARTERLY REVIEW OF AUSTRALIAN EDUCATION;6;3;1-46
EDUCATIONAL ALTERNATIVES, ALTERNATIVE SCHOOLS, EDUCATIONAL ASSESSMENT, COMMUNITY SCHOOLS, WORK EXPERIENCE PROGRAMS, EXPERIMENTAL SCHOOLS, OPEN EDUCATION, OUTREACH PROGRAMS
THIS REVIEW OF ATTEMPTS AT EDUCATIONAL REFORM, BOTH OVERSEAS AND IN AUSTRALIAN SCHOOLS, ADDRESSES ITSELF TO TWO FUNDAMENTAL QUESTIONS REGARDING ALTERNATIVE SCHOOLS IS THERE A REAL CHOICE AND WHO ENJOYS IT AND IN WHAT WAYS ARE THE NEW APPROACHES DIFFERENT FROM THE OLD THE TRENDS DISCUSSED AND EVALUATED INCLUDE THE USE OF OPEN SPACE TEACHING UNITS, THE EXPANSION OF SCHOOLS INTO COMMUNITY CENTERS, THE COMMUNITY SCHOOL WHERE LEARNING TAKES PLACE OUTSIDE THE SCHOOL, WORK EXPERIENCE PROGRAMS, OUTWARD BOUND APPROACHES, AND LEARNING EXCHANGES. (EH)
ERIC: EJ106791

103 ALTERNATIVE STRATEGIES FOR MEASURING SEX DISCRIMINATION IN OCCUPATIONS. 72
STAINES, GRAHAM;AND OTHERS
NOTES: 29P.
DEMOGRAPHY, INCOME, JOB SATISFACTION, JOB TENURE, MODELS, MULTIPLE REGRESSION ANALYSIS, OCCUPATIONS, PREDICTOR VARIABLES, RESEARCH PROJECTS, SEX DISCRIMINATION, STATISTICAL ANALYSIS, WORKING WOMEN
USING DATA ORIGINALLY REPORT BY OTHERS, THIS PAPER FOCUSES ON THE RELATIVE MERITS OF THREE SEPARATE STATISTICAL APPROACHES TO MEASURING OCCUPATIONAL SEX DISCRIMINATION. THE SAMPLE WAS A NATIONAL PROBABILITY SAMPLE OF 539 WOMEN AND 993 MEN. DEMOGRAPHIC FACTORS SUCH AS RACE, SEX AND AGE, EDUCATION, JOB TENURE AND SUPERVISORY STATUS SERVED AS THE PREDICTOR VARIABLES; ANNUAL INCOME OBJECTIVE AND PERCEIVED DISCRIMINATION AND VARIOUS MEASURES OF JOB SATISFACTION WERE THE DEPENDENT VARIABLES. THREE STATISTICAL APPROACHES WERE USED TO ANALYZE THE DATA; 1) MULTIPLE REGRESSION; 2) AUTOMATIC INTERACTION DETECTOR (AID) AND 3) MULTIPLE CLASSIFICATION ANALYSIS (MCA) DETERMINING THE POWER OF SEX AS A PREDICTOR OF INCOME. METHOD TWO ACCOUNTED FOR A HIGHER PERCENTAGE OF THE VARIANCE IN INCOME THAN THE FIRST APPROACH, SHOWING A GREATER OCCUPATIONAL DISCRIMINATION BASED ON SEX. THE THIRD METHOD ACCOUNTED FOR 47% OF THE VARIANCE IN INCOME, SOMEWHAT LOWER

(CONT.)

103 COMPARED TO THE OTHER TWO APPROACHES. THE RESULTS INDICATE THAT SEX IS THE THIRD MOST IMPORTANT PREDICTOR VARIABLE OF INCOME AFTER OCCUPATION AND EDUCATION: MOREOVER WOMEN WERE FOUND TO RECEIVE LOWER SALARIES THAN MEN FOR THE SAME KIND OF JOBS. (SE)
ERIC: ED119078

104 ALTERNATIVE WORKWEEK SCHEDULES: ONE COMPANYS EXPERIENCE WITH FLEXTIME 1976
ZAWACKI, R.A.: JOHNSON, J.S.
SUPERVISORY MANAGEMENT, VOL.21, NO.6, JUNE 1976, P. 15-19.
FLEXIBLE SCHEDULE, INDUSTRIAL RELATIONS, MANAGEMENT, PERSONNEL MANAGEMENT, PRODUCTION, PRODUCTIVITY, SURVEY
DESCRIBES HEWLETT-PACKARDS EXPERIENCE WITH FLEXTIME BASED ON 1974 AND 1975 SURVEYS OF EMPLOYEES, SUPERVISORY AND NON-SUPERVISORY, ATTITUDES AND EXPERIENCE.
MGMT: SPM76F0015

105 ALTERNATIVE WORKWEEK SCHEDULES: WHICH ONE FITS YOUR OPERATION 1976
STEWART, G.M.: GUTHRIE, A.
SUPERVISORY MANAGEMENT, VOL.21, NO.6, JUNE 1976, P. 2-14.
COST, FLEXIBLE SCHEDULE, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, PERSONNEL MANAGEMENT, PRODUCTION CONTROL, PRODUCTIVITY, TRAINING AND DEVELOPMENT
CONSIDERS SEVERAL VARIATIONS OF ALTERNATIVE WORKWEEK SCHEDULES AND THE HURDLES AND PROBLEMS INVOLVED IN THE ACTUAL IMPLEMENTATION. FOLLOW UP ON A 6-WEEK TRIAL PERIOD REVEALED DEFINITE IMPROVEMENT IN EMPLOYEE ATTITUDE AND PERFORMANCE AND BETTER UTILIZATION OF PRODUCTION TIME. MIDDLE MANAGEMENT AND SUPERVISORS WORKED HARDER SCHEDULING AND CROSS-TRAINING WHICH WAS TIME CONSUMING AND COSTLY.
MGMT: SPM76F0002

106 ALTERNATIVES FOR WOMEN SPR 75
ALBERTI, JEAN M.
EDUCATIONAL HORIZONS:53:3:95-7
FEMALES, WORKING WOMEN, STATISTICAL DATA, LABOR FORCE, SEX ROLE, SEX STEREOTYPES
THIS ARTICLE SUMMARIZED THE PERSPECTIVE OF THIS ISSUE BY RECOGNIZING THE VALIDITY OF THE ISSUES BEING RAISED BY THE WOMENS RIGHTS MOVEMENT AND ALSO RECOGNIZING THAT THE LIBERATION OF WOMEN MEANS THE LIBERATION OF MEN. (AUTHOR/RK)
ERIC: EJ137340

107 THE AMERICAN ANTI-DISCRIMINATION LEGISLATION AND ITS IMPACT ON THE UTILIZATION OF BLACKS AND WOMEN 1976
JAIN, H.C.: PETTMAN, B.O.
INTERNATIONAL JOURNAL OF SOCIAL ECONOMICS, VOL.3, NO.2, 1976, P. 109-134. BIBLIOG. 41
BLACKS, CIVIL RIGHTS, DISCRIMINATION, EARNINGS, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, INDUSTRIAL RELATIONS, JOB PERFORMANCE, LABOR FORCE, LEGISLATION, MANAGEMENT, MINORITIES, PROMOTION, SALARY, SOCIAL ISSUES, UNEMPLOYMENT, UNITED STATES, WOMEN
THE LEGISLATION HAS HAD A DRAMATIC IMPACT ON EMPLOYER HIRING AND PROMOTION PROCEDURES AND PRACTICES. THE MAIN COMPONENTS OF THE EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION ARE DISCUSSED. MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS BY COLOR, SEX AND OCCUPATION ARE ANALYZED. ANTI-DISCRIMINATION LAWS WERE AT LEAST PARTIALLY RESPONSIBLE FOR THE ECONOMIC IMPROVEMENT OF NONWHITES.
MGMT: IJS7630109

108 AMERICAN ENGINEERING MANPOWER 1969, STATISTICS FROM THE 1969 NATIONAL ENGINEERS REGISTER. NOV 71
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 307P.
EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, ENGINEERS, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, SURVEYS, ENGINEERING MANPOWER COMMISSION, ENGINEERS JOINT COUNCIL
THIS COLLECTION OF DATA RESULTED FROM A SURVEY CONDUCTED BY THE ENGINEERS JOINT COUNCIL FOR THE NATIONAL SCIENCE FOUNDATION IN 1969. THE SAMPLE CONSISTED OF 96,438 NAMES TAKEN FROM A LIST OF APPROXIMATELY 350,000 NAMES OF MEMBERS OF ENGINEERING SOCIETIES. AFTER STATISTICAL ADJUSTMENTS, THE SURVEY SAMPLE OF 44,837 QUALIFIED RESPONDENTS REPRESENTED A TOTAL SURVEY POPULATION OF 308,000 INDIVIDUAL ENGINEERS MEETING ENGINEERS JOINT COUNCIL CRITERIA. (THIS DOES NOT REPRESENT A SAMPLE OF ALL ENGINEERS IN THE UNITED STATES.) THE QUESTIONNAIRE AND SPECIALTIES LIST USED ARE REPRODUCED AS AN APPENDIX. THE DATA ARE GROUPED IN THE FOLLOWING CATEGORIES LEVEL OF HIGHEST DEGREE, AGE, SEX, PRODUCT OR SERVICE AREA, BACHELORS DEGREE CURRICULA GROUPS, FUNCTION, TYPE OF EMPLOYER, AREA OF TECHNOLOGY, HIGHEST DEGREE CURRICULA GROUPS, AND GEOGRAPHIC LOCATION. (TS)
ERIC: ED058051 ENGINEERS JOINT COUNCIL, 345 EAST 47 STREET, NEW YORK, NEW YORK 10017 ($20.00)

109 AN AMERICAN INDIAN TRAINING, PLACEMENT, AND HUMAN DEVELOPMENT PROJECT, CENTER FOR EMPLOYMENT TRAINING (CET) FINAL REPORT, FEBRUARY 1977. FEB 77
CENTER FOR EMPLOYMENT TRAINING, SAN JOSE, CALIF. ECONOMIC DEVELOPMENT ADMINISTRATION (DOC), WASHINGTON, D.C.
GRANT NO. 99-6-09442
NOTES: 37P.
ADULT EDUCATION, AMERICAN INDIANS, ANGLO AMERICANS, COMMUNITY PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL AID, HUMAN DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, PROGRAM DEVELOPMENT, STUDENT

(CONT.)
109 CHARACTERISTICS, TECHNICAL ASSISTANCE, VOCATIONAL TRAINING CENTERS, ARIZONA (GUADALUPE), ARIZONA (TUCSON), CALIFORNIA (SAN JOSE), CENTER FOR EMPLOYMENT TRAINING CA, WASHINGTON (BELLINGHAM)
BEGINNING JULY 1, 1975 THE SAN JOSE, CALIFORNIA BASED CENTER FOR EMPLOYMENT TRAINING (CET) WAS GRANTED FUNDS TO ASSIST COMMUNITIES WITH SIZEABLE AMERICAN INDIAN POPULATIONS TO DEVELOP TRAINING AND PLACEMENT PROGRAMS MODELLED AFTER ITSELF. THESE FUNDS ENABLED THREE COMMUNITY INTEREST GROUPS IN TUCSON (ARIZONA), GUADALUPE (ARIZONA), AND BELLINGHAM (WASHINGTON) TO DEVELOP THEIR OWN FULLY OPERATIVE CET PROGRAMS. THE FUNDS ENABLED KEY STAFF MEMBERS OF THESE PROGRAMS TO UNDERGO EXTENSIVE MANAGEMENT TRAINING, AND THE PROGRAMS TO RAISE IN-KIND AND DIRECT EQUIPMENT AND MATERIAL DONATIONS. THESE CET PROGRAMS TRAINED AND PLACED 34 MEN AND WOMEN INTO FULL-TIME, PERMANENT JOBS--23 IN TUCSON, 8 IN GUADALUPE, AND 3 IN BELLINGHAM. THE GUADALUPE CET PROGRAM ALSO PROVIDED RECRUITMENT, COUNSELING, PLACEMENT, AND ALUMNI FOLLOW-UP SERVICES. SINCE THE BEGINNING, CONTACT WAS ESTABLISHED WITH THE CHOCTAW INDIAN NATION INTERESTED IN DEVELOPING A CET PROGRAM IN OKLAHOMA. IN KEEPING WITH THE CET PHILOSOPHY, THE CET PROGRAMS WERE COMMUNITY ORGANIZED AND BASED, THUS, REFLECTING AND SERVING THE NEEDS OF EACH UNIQUE COMMUNITY. THE STAFFS HAD BACKGROUNDS SIMILAR TO THAT OF THE STUDENTS SERVED. ALL THE PROGRAMS USED THE REAL WORLD APPROACH IN THEIR TRAINING. THE SAN JOSE CET PROGRAM PROVIDED TECHNICAL ASSISTANCE TO EACH CET IN THE ORGANIZATION AND TRAINING OF THEIR STAFFS, INDUSTRIAL JOB SURVEY WHICH IDENTIFIED DEMAND SKILLS, FUND RAISING CAMPAIGNS, PROPOSAL WRITING, STATISTICS AND RECORD KEEPING, ACCOUNTING, AND BUDGETING. (NQ)
ERIC: ED143475

110 AMERICAN MANPOWER TODAY. 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 30P.
COMMUNITY PROGRAMS, COUNTY PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, STATE PROGRAMS, UNEMPLOYMENT INSURANCE
THE CURRENT ROLE OF THE DEPARTMENT OF LABORS MANPOWER ADMINISTRATION AS DETERMINED BY THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA) IS DESCRIBED. CETA SHIFTS THE RESPONSIBILITY FOR TRAINING AND JOB PLACEMENT SERVICES FROM THE FEDERAL GOVERNMENT TO STATES, CITIES, AND COUNTIES WHICH OPERATE THEIR OWN PROGRAMS USING FUNDS PROVIDED BY THE FEDERAL GOVERNMENT. THE COMMUNITY MANPOWER SYSTEM INCLUDES ABOUT 400 COMPREHENSIVE MANPOWER PROGRAMS AND ADDITIONAL PUBLIC SERVICE EMPLOYMENT PROGRAMS FOR AREAS OF UNUSUALLY HIGH UNEMPLOYMENT. ELIGIBILITY REQUIREMENTS, SERVICES PROVIDED, AND THE OPERATION OF THESE PROGRAMS ARE OUTLINED. OTHER PROGRAMS ARE PROVIDED FOR GROUPS WITH SPECIAL JOB MARKET DISADVANTAGES (SEASONAL FARMWORKERS, INDIANS, YOUTH, OLDER WORKERS, AND PERSONS WITH LIMITED ENGLISH). THE FEDERALLY ADMINISTERED PROGRAMS DESCRIBED ARE APPRENTICESHIP, JOB CORPS, AND THE WORK INCENTIVE PROGRAM. RESEARCH, DEVELOPMENT, AND EVALUATION FUNCTIONS OF THE MANPOWER ADMINISTRATIONS OFFICE OF POLICY ARE DISCUSSED. FINALLY, A SUMMARY OF THE HISTORICAL DEVELOPMENT AND SERVICES OF THE EMPLOYMENT SERVICE AND THE UNEMPLOYMENT INSURANCE PROGRAM, BOTH OPERATED AS FEDERAL-STATE PARTNERSHIPS, IS PROVIDED. THE REPORT ALSO CONTAINS AN ADDRESS LIST OF ASSISTANT REGIONAL DIRECTORS AND SUGGESTIONS FOR OBTAINING MORE INFORMATION ON COMMUNITY MANPOWER PROGRAMS. (MS)
ERIC: ED113520 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 2900-00222: $0.75)

111 AMERICAN WOMEN. 63
PRESIDENTS COMMISSION ON THE STATUS OF WOMEN, WASHINGTON, D.C.
NOTES: 96P.
EMPLOYMENT EXPERIENCE, FAMILY LIFE, FRINGE BENEFITS, LABOR LEGISLATION, LABOR STANDARDS, STATUS, VOCATIONAL COUNSELING, WOMENS EDUCATION, WORKING WOMEN
FINDINGS AND RECOMMENDATIONS OF THE COMMISSION AND SEVEN COMMITTEES WHO ASSESSED THE STATUS OF WOMEN ARE REPORTED. THE COMMITTEES MADE RECOMMENDATIONS IN THE AREAS--WOMENS EDUCATION AND COUNSELING, HOME AND COMMUNITY SERVICES, PRIVATE EMPLOYMENT (THAT UNDER FEDERAL CONTRACTS), EMPLOYMENT IN THE FEDERAL GOVERNMENT, LABOR STANDARDS, FEDERAL SOCIAL INSURANCE AND TAXES AS THEY AFFECT WOMEN, THE LEGAL TREATMENT OF WOMEN IN RESPECT TO CIVIL AND POLITICAL RIGHTS, AND WOMEN AS CITIZENS. SOME RECOMMENDATIONS WERE--(1) GREATER PUBLIC UNDERSTANDING OF THE VALUE OF CONTINUING EDUCATION FOR ALL MATURE AMERICANS SHOULD HAVE THE HIGHEST PRIORITY ON THE AMERICAN AGENDA, AND IT IS OF PARTICULAR IMPORTANCE TO WOMEN. (2) COUNSELING SERVICES SHOULD BE STRENGTHENED AT ALL LEVELS IN ALL SCHOOLS AND IN PUBLIC AND PRIVATE EMPLOYMENT, (3) EDUCATION OF GIRLS AND WOMEN SHOULD BE THOROUGHLY EXAMINED TO DISCOVER MORE EFFECTIVE APPROACHES, (4) EXPANDED COMMUNITY SERVICES SUCH AS CHILD CARE, HEALTH, EDUCATION, SAFETY, RECREATION, AND COUNSELING SHOULD BE PROVIDED TO MAINTAIN THE FAMILY AS THE CORE INSTITUTION OF SOCIETY, (5) GOVERNMENT SERVICE AS A SHOWCASE FOR EQUAL EMPLOYMENT OPPORTUNITY SHOULD EMPLOY WOMEN PART-TIME AND SHOULD PROVIDE LEADERSHIP IN EQUAL RIGHTS FOR WOMEN, (6) LABOR LEGISLATION SHOULD BE ENACTED TO ASSURE WOMEN EQUAL PAY, MINIMUM WAGES, LIMITED MAXIMUM HOURS, AND THE RIGHT TO COLLECTIVE BARGAINING, AND (7) WIDOW BENEFITS, UNEMPLOYMENT COVERAGE, AND MATERNITY OR COMPARABLE INSURANCE BENEFITS SHOULD BE EXTENDED. THE CONCLUDING SECTION PRESENTS 20TH CENTURY DEVELOPMENTS RELATED TO WOMEN SUCH AS INCREASED LONGEVITY, IMPROVED HEALTH, URBANIZATION, HIGHER STANDARDS OF LIVING, MULTIPLE ROLES OF CONTEMPORARY WOMEN, AND GREATER NUMBERS OF WORKING WOMEN, WHICH ARE PERTINENT TO THE COMMISSIONS RECOMMENDATIONS. THIS DOCUMENT IS AVAILABLE AS PR35.8--W84/AM3 FOR $1.25 FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERN
ERIC: ED020358

112 AMERICAN WORK VALUES AND PREFERENCES 1977
BOWERS, D.G.; FRANKLIN, J.L.
UNIVERSITY OF MICHIGAN BUSINESS REVIEW, VOL.29, NO.2, MARCH 1977, P. 14-22. BIBLIOG. 1
ATTITUDE, CULTURE, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LABOR FORCE, MANAGEMENT, MANAGEMENT STYLE, MANAGEMENT THEORY, PRODUCTIVITY, WORK ETHIC
FOR THE FIRST TIME IN MANY YEARS, LABOR COSTS PER UNIT OUTPUT ARE RISING AND PRODUCTIVITY IS A PRESSING CONCERN. TRADITIONAL MANAGERIAL TECHNIQUES ARE INCAPABLE OF PRODUCING AN ADJUSTED, CONTENTED, AND PRODUCTIVE WORK FORCE. MANAGEMENT MUST ADAPT ITSELF TO CHANGING ATTITUDES TOWARD WORK, SUPERVISION, CAREERS, AND SUCCESS.
MGMT: UM877C0014

113 AMERICANS OF SPANISH ORIGIN IN THE LABOR FORCE: AN UPDATE 1976
MCKAY, R.V.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.9, SEPT 1976, P. 3-6. BIBLIOG. 5
ECONOMICS, LABOR FORCE, MINORITIES, RECESSION, SOCIAL ISSUES, STATISTICS, UNEMPLOYMENT, UNITED STATES
ANALYZES RECENT DEVELOPMENTS IN THE LABOR FORCE STATUS OF WORKERS OF SPANISH ORIGIN AND COMPARES THEIR EMPLOYMENT SITUATION DURING THE RECENT RECESSION WITH THAT OF BLACKS AND WHITES. THE AGE AND FAMILY CHARACTERISTICS, LABOR FORCE ACTIVITY, LABOR FORCE PARTICIPATION, DURATION OF UNEMPLOYMENT OF SPANISH WORKERS ARE EXAMINED.
MGMT: UM176I0003

114 AMERICANS VOLUNTEER. MANPOWER/AUTOMATION RESEARCH MONOGRAPH NO. 10. APR 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 45P.
EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, HUMAN SERVICES, INDIVIDUAL CHARACTERISTICS, LABOR SUPPLY, MANPOWER NEEDS, NATIONAL SURVEYS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, RECRUITMENT, SELECTION, SUPERVISION, TABLES (DATA), VOLUNTARY AGENCIES, VOLUNTEERS, VOLUNTEER TRAINING, WORKING HOURS
THE FIRST NATIONWIDE SURVEY OF VOLUNTEERS WAS PLANNED AND DESIGNED BY THE BUREAU OF LABOR STATISTICS AND CONDUCTED AND TABULATED BY THE BUREAU OF THE CENSUS. THE RESULTS REPORT SOCIAL AND ECONOMIC IMPLICATIONS FOR THOSE WHO WORK FOR ORGANIZED VOLUNTEER SERVICES IN HEALTH, EDUCATION, RECREATION, AND SOCIAL WELFARE. THE MAIN BODY OF THE REPORT DESCRIBES (1) WHO, WHAT, WHY, AND HOW MUCH (PEOPLE) VOLUNTEER, (2) RECRUITING, SELECTING, SUPERVISING AND TRAINING VOLUNTEERS, (3) THE PURPOSE OF VOLUNTEERS AND MEETING FUTURE NEEDS. APPENDIXES CONTAIN THE SURVEY METHODS, THE QUESTIONNAIRE, AND THE DATA IN TABULAR FORM. TABULAR INFORMATION INCLUDES (1) EXTENT OF RELIGIOUS AND NON-RELIGIOUS VOLUNTEER WORK AMONG PERSONS 14 YEARS AND OVER, (2) HOURS OF VOLUNTEER WORK, BY AGE AND SEX, (3) MARITAL STATUS, EDUCATIONAL ATTAINMENT, FAMILY INCOME, AND LABOR FORCE STATUS OF VOLUNTEERS, (4) KIND, FREQUENCY, AND HOURS OF VOLUNTEER WORK, AND (5) REASONS FOR VOLUNTEER WORK. (FP)
ERIC: ED032395 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C., 20402 (L1.39/3, $.50)

115 AMERICAS ECONOMY AT THE CROSSROADS 1975
LEVY, M.E.
CONFERENCE BOARD RECORD, VOL.12, NO.4, APR 1975, P. 36-40.
BUDGET, ECONOMIC FORECAST, ECONOMICS, FISCAL POLICY, INFLATION, UNEMPLOYMENT, UNITED STATES
PROJECTS ECONOMIC SITUATION THROUGH 1980 AND TRIES TO ASSESS STEPS NEEDED TO ESTABLISH ECONOMIC STABILITY.
MGMT: C3R7500036

116 AMERICAS MANPOWER NEEDS FOR THE SEVENTIES CLUES TO THE TASKS AHEAD APR 71
GOLDSTEIN, HAROLD
AMERICAN VOCATIONAL JOURNAL:46:4:18-25
ACADEMIC ACHIEVEMENT, EMPLOYMENT PROJECTIONS, EMPLOYMENT TRENDS, FEMALES, LABOR FORCE, MANPOWER NEEDS, NEGROES, OCCUPATIONAL INFORMATION, VOCATIONAL EDUCATION
ERIC: EJ039197

117 AMERICAS TURNING POINT 1975
EUROPEAN BUSINESS, NO.45, SUMMER 1975, P. 29-35.
CAPITALISM, COMPUTER SERVICES, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, EQUAL EMPLOYMENT OPPORTUNITY, EXPANSION, FREE ENTERPRISE, GOVERNMENT INTERVENTION, INFLATION, LEADERSHIP, QUALITY OF LIFE
AS EACH ASPECT OF AMERICAN LIFE IS CURRENTLY IN QUESTION, THE DEMAND FOR EQUALITY GOES BEYOND OPPORTUNITY, AND NOW THE DEMAND CALLS FOR EQUALITY OF OUTCOME.
MGMT: EU875P0029

118 AMERICAS UNCOUNTED PEOPLE. REPORT OF THE ADVISORY COMMITTEE ON PROBLEMS OF CENSUS ENUMERATION. 9 JUN 71
NATIONAL ACADEMY OF SCIENCES - NATIONAL RESEARCH COUNCIL, WASHINGTON, D. C. DIV. OF BEHAVIORAL SCIENCES. BUREAU OF THE CENSUS (DOC), SUITLAND, MD.; DEPARTMENT OF COMMERCE, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 238P.
CENSUS FIGURES, DEMOGRAPHY, NATIONAL DEMOGRAPHY, NATIONAL SURVEYS, OCCUPATIONAL MOBILITY, POPULATION DISTRIBUTION, POPULATION TRENDS, PROGRAM IMPROVEMENT, RESIDENTIAL PATTERNS, SOCIAL CHARACTERISTICS, SOCIAL FACTORS, SOCIOCULTURAL PATTERNS, STATISTICAL

(CONT.)

118 ANALYSIS, SUBCULTURE

AN INTRODUCTION TO THE METHODOLOGICAL PROBLEMS POSED BY UNDERENUMERATION IN THE CENSUS OF POPULATION AND THE EXTENSIVE EFFORTS AND RECOMMENDATIONS TO SOLVE THESE PROBLEMS ARE PROVIDED. THE EFFORTS REPORTED IN THIS STUDY CENTER AROUND FIVE INTERRELATED TASKS (1) A REVIEW OF THE STATE OF KNOWLEDGE ABOUT SOCIAL CONDITIONS AND ATTITUDES THAT BEAR ON THE ABILITY OF GOVERNMENT AGENCIES TO COLLECT COMPLETE AND ACCURATE INFORMATION FROM ALL ELEMENTS OF THE POPULATION; (2) ADVICE ON RESEARCH AND EXPERIMENTAL EFFORTS LEADING TO A BETTER UNDERSTANDING OF THE REASONS FOR INCOMPLETE COVERAGE IN THE CENSUS; (3) RECOMMENDATIONS OF MEASURES AND PROCEDURES THAT WILL REDUCE OR MITIGATE CURRENT DEFICIENCIES IN COVERAGE; (4) CONSIDERATION OF HOW THE SOCIAL COSTS ASSOCIATED WITH UNDERENUMERATION MIGHT BEST BE ESTIMATED ALONG WITH THE SOCIAL BENEFITS THAT MIGHT ACCRUE FROM INCREASED COVERAGE; AND (5) DESIGN OF A CONTINUING RESEARCH PROGRAM DIRECTED TOWARD THE REDUCTION OF UNDERENUMERATION. (AUTHOR/DE)

ERIC: ED113278

119 ANALYSES OF WIN TEAM FUNCTIONING AND JOB REQUIREMENTS. PHASE I DUTIES AND TASKS PERFORMED BY TEAMS AND TEAM MEMBERS. AUG 71

KERN, RICHARD P.;GAYLOR, JOHN S.

HUMAN RESOURCES RESEARCH ORGANIZATION, MONTEREY, CALIF. DIV. 3. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 121P.

COUNSELORS, EDUCATIONAL BACKGROUND, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB ANALYSIS, PERSONNEL MANAGEMENT, PROFESSIONAL PERSONNEL, SOCIAL WELFARE, TASK PERFORMANCE, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, WELFARE RECIPIENTS, WIN, WORK INCENTIVE PROGRAM

THE TEAM STAFFING PATTERNS AND THE EXPERIENCE, EDUCATION, AND TRAINING BACKGROUNDS OF THE STAFF OF 51 WORK INCENTIVE PROGRAM (WIN) TEAMS ARE DESCRIBED. CURRENT TEAM FUNCTIONING IS DESCRIBED FOR THESE TEAMS IN TERMS OF HOW THEY PROPORTION THEIR TIME OVER THE MAJOR DUTY AREAS IDENTIFIED IN THE JOB ACTIVITIES INVENTORY DEVELOPED FOR THIS STUDY. IN ADDITION, PERFORMANCE OF EACH OF THE FIVE BASIC TEAM MEMBER POSITIONS IS DESCRIBED IN TERMS OF HOW EACH PROPORTIONS TIME OVER THE DUTIES AND TASKS PERFORMED. PERFORMANCE OF THE RESPONDENTS OF EACH OF THESE BASIC TEAM MEMBER POSITIONS IN TASKS DIRECTLY INVOLVED IN CASELOAD DECISION MAKING IS IDENTIFIED. (AUTHOR)

ERIC: ED062562

120 ANALYSES OF WIN TEAM FUNCTIONING AND JOB REQUIREMENTS, FINAL REPORT DUTIES PERFORMED AND STYLE OF FUNCTIONING, IN RELATION TO TEAM EFFECTIVENESS. TECHNICAL REPORT 72-12. APR 72

KERN, RICHARD P.

HUMAN RESOURCES RESEARCH ORGANIZATION, MONTEREY, CALIF. DIV. 3. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

CONTRACT NO. 51-49-70-03

NOTES: 150P.

COUNSELING SERVICES, COUNSELOR ROLE, DATA ANALYSIS, EMPLOYMENT SERVICES, GROUP RELATIONS, INTERPERSONAL COMPETENCE, JOB ANALYSIS, PERSONNEL EVALUATION, PERSONNEL MANAGEMENT, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STAFF IMPROVEMENT, STAFF ROLE, STAFF UTILIZATION, TABLES (DATA), TEAM TRAINING, TEAMWORK, TRAINING TECHNIQUES, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, WIN, WORK INCENTIVE PROGRAM

DATA WERE COLLECTED FROM A TOTAL OF 110 WIN (WORK INCENTIVE PROGRAMS) EMPLOYABILITY DEVELOPMENT TEAMS TO OBTAIN INFORMATION REGARDING THE STAFFING COMPOSITION OF WIN TEAMS, THE EXTENT TO WHICH DISTRIBUTION OF JOB EFFORT AMONG TEAM MEMBERS EMPHASIZES DUTY AREA SPECIALIZATION BY JOB POSITION TITLE, THE STYLE OF FUNCTIONING IN MAKING CLIENT-ORIENTED DECISIONS, AND THE EXTENT TO WHICH THESE FACTORS CONTRIBUTE TO THE TEAMS EFFECTIVENESS IN THE ACCOMPLISHMENT OF TEAM AND CLIENT GOALS. MAJOR FINDINGS AND RECOMMENDATIONS SHOWED AND SUGGESTED THAT (1) THE MORE EFFECTIVE TEAMS ARE THOSE THAT DEEMPHASIZE THE SEPARATION AMONG JOB POSITION SPECIALTIES IN DISTRIBUTING THE TEAMS WORK ACTIVITIES; (2) GUIDELINES FOR STAFFING OF WIN TEAMS SHOULD CONSIDER FOUR BASIC JOB POSITION SPECIALTIES INSTEAD OF THE CURRENT FIVE. (THESE FOUR ARE COACH, COUNSELOR, JOB DEVELOPER, AND THE CLERICAL POSITION. THE WORK-TRAINING SPECIALIST POSITION WAS DELETED.); (3) IT IS IMPORTANT THAT ALL TEAM MEMBERS RECEIVE TEAM TRAINING AS A NECESSARY CONDITION FOR ITS IMPACT ON TEAM PERFORMANCE; AND (4) TEAMS LOCATED IN AREAS OF RELATIVELY LOW UNEMPLOYMENT ROUTINELY REFER ENROLLEES CONSIDERED NOT JOB-READY TO WIN ORIENTATION AND USE THIS PERIOD OF ENROLLMENT TO INTERACT WITH THEM IN DEVELOPING EMPLOYABILITY GOALS AND PLANS. (TA)

ERIC: ED130041 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

121 ANALYSIS AND SUMMARY OF CURRENT MANPOWER TRENDS AND POLICIES. SECOND EDITION. NOV 69

NATIONAL ASSOCIATION FOR COMMUNITY DEVELOPMENT, WASHINGTON, D. C.

NOTES: 303P.

ADULT VOCATIONAL EDUCATION, ECONOMICALLY DISADVANTAGED, FEDERAL LEGISLATION, INTERAGENCY COOPERATION, MANPOWER DEVELOPMENT, UNDEREMPLOYED, UNEMPLOYED

RECENT REDESIGNING OF MANPOWER PROGRAMS REFLECTS THE SHIFT TOWARD THE JOB AND INCOME APPROACH TO FIGHTING POVERTY. BECAUSE MONEY SPENT TO PROVIDE JOBS WILL ULTIMATELY REDUCE WELFARE COSTS, PRACTICALLY ALL MANPOWER PROGRAMS HAVE UNDERGONE OR WILL UNDERGO SIGNIFICANT REDESIGN. THIS REPORT WAS PREPARED TO SUPPLY COMMUNITY DEVELOPMENT PERSONNEL AND THE GENERAL PUBLIC WITH DETAILED INFORMATION ABOUT THESE DEVELOPMENTS AND TO PROVIDE SOME ANALYSIS OF THEIR IMPACT. MAJOR EMPHASIS IS PLACED ON THE PROPOSED MANPOWER

(CONT.)

121 TRAINING ACT OF 1969, BOTH BECAUSE OF ITS IMPACT AND BECAUSE IT IS TYPICAL OF PRESENT ADMINISTRATION POLICY. THIS PROPOSED ACT REPLACES PREVIOUS LEGISLATION, SUCH AS THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962. OTHER PROGRAMS UNDER CONSIDERATION ARE THE NEIGHBORHOOD YOUTH CORPS, PUBLIC SERVICE CAREERS, AND CONCENTRATED EMPLOYMENT PROGRAMS. (BH)
ERIC: ED042889 NATIONAL ASSOCIATION FOR COMMUNITY DEVELOPMENT, 1424 16TH STREET, N.W., SUITE 601, WASHINGTON, D.C. 20036 ($5.00)

122 ANALYSIS AND SYNTHESIS OF DOL EXPERIENCE IN YOUTH TRANSITION TO WORK PROGRAMS. FINAL REPORT. 1 DEC 76
WALTHER, REGIS H.
MANPOWER RESEARCH PROJECTS, INC., ALEXANDRIA, VA. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. 21-11-76-16
NOTES: 119P.
ECONOMIC RESEARCH, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, LABOR FORCE, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, PROGRAM PLANNING, REMEDIAL PROGRAMS, UNEMPLOYED, UNSKILLED WORKERS, VOCATIONAL COUNSELING, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, DEPARTMENT OF LABOR
THIS REPORT REVIEWS THE EXPERIENCE WITH FEDERAL PROGRAMS CONCERNED WITH THE TRANSITION FROM SCHOOL TO WORK AND ABSTRACTS LESSONS AND GUIDING PRINCIPLES WHICH MIGHT PROVE USEFUL FOR PLANNING AND ADMINISTERING TRAINING AND EMPLOYMENT PROGRAMS. THE CURRENT LABOR FORCE SITUATION OF YOUTH (PERSONS 16-24 YEARS OF AGE) IS REVIEWED, IMPEDIMENTS TO THE EMPLOYMENT OF YOUTH ARE EXAMINED, THE DEMOGRAPHIC AND ATTITUDINAL CHARACTERISTICS OF HARD-TO-EMPLOY YOUTH ARE ANALYZED, GUIDING PRINCIPLES DEVELOPED, AND PROGRAM IMPLICATIONS DESCRIBED. RECOMMENDATIONS ARE MADE RELATING TO SKILL TRAINING, REMEDIAL EDUCATION, WORK EXPERIENCE, ASSESSMENT, COUNSELING, JOB DEVELOPMENT AND PLACEMENT, AND PROGRAM COORDINATION. A SELECTED BIBLIOGRAPHY IS ALSO INCLUDED. (AUTHOR/WL)
ERIC: ED138721 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

123 AN ANALYSIS OF (1) THE CYCLICAL STABILITY OF AGGREGATE EMPLOYMENT AND (2) THE EFFECTS OF FEDERAL MINIMUM WAGE LEGISLATION ON TEENAGE EMPLOYMENT. JUL 71
WELCH, FINIS
NATIONAL BUREAU OF ECONOMIC RESEARCH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 33P.
BUSINESS CYCLES, EMPLOYMENT PATTERNS, FEDERAL LEGISLATION, MINIMUM WAGE LEGISLATION, MODELS, YOUTH EMPLOYMENT
(1) ESTIMATES OF THE TYPICAL INDUSTRIAL DISTRIBUTION OF FLUCTUATIONS IN TOTAL U.S. EMPLOYMENT ABOUT LONG RUN TRENDS ARE PROVIDED WITH EVIDENCE OF SECULAR DRIFT THAT RESULTS IN EMPLOYMENT BECOMING LESS SENSITIVE TO CHANGES IN G.N.P. (2) A MODEL IS PRESENTED TO ANALYZE THE EFFECTS OF MINIMUM WAGE LEGISLATION WITH UNEVEN INDUSTRIAL COVERAGE ON THE AGGREGATE WAGE DISTRIBUTION AND THE INDUSTRIAL DISTRIBUTION OF EMPLOYMENT. WHILE EMPIRICAL EVIDENCE IS NOT INCLUDED, THE ANALYTICAL IMPLICATION IS THAT THESE POLICIES CAN BE MOST HARMFUL TO THOSE WHO HAVE THE LOWEST EARNING CAPACITY. (AUTHOR)
ERIC: ED081972 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 404, MF $1.45, HC $3.00)

124 AN ANALYSIS OF CHANGES IN THE DISTRIBUTION OF EMPLOYMENT BETWEEN THE MANUFACTURING AND SERVICE INDUSTRIES 1960-1970 1975
HAIG, B.D.
REVIEW OF ECONOMICS AND STATISTICS, VOL.57, NO.1, FEB 1975, P. 35-42. BIBLIOG. 9
AUSTRALIA, ECONOMETRICS, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MANUFACTURING, MODELING, QUANTITATIVE METHODS, SERVICE INDUSTRY, SIMULATION
EMPLOYMENT DISTRIBUTION BETWEEN MANUFACTURING AND SERVICE AGENCIES IS MODELED AND EXPLORED BY SIMULATION USING AUSTRALIAN DATA. SERVICE INCREASED FASTER THAN DEMAND BECAUSE OF HIGHER ELASTICITY OF DEMAND FOR SERVICES.
MGMT: RES7580035

125 ANALYSIS OF COMMERCIAL CONTRACT TRAINING FOR THE MARINE CORPS (PHASE II) AND COMMERCIAL CONTRACT TRAINING MARINE CORPS AREA VOTEC SUPPORT CENTER (AVSC) GUIDELINES. FINAL REPORT. JUN 75
COPELAND, D. ROBERT;AND OTHERS
NAVAL TRAINING EQUIPMENT CENTER, ORLANDO, FLA. TRAINING ANALYSIS AND EVALUATION GROUP.
NOTES: 257P.; FOR PHASE 1, SEE SO 107 942
COST EFFECTIVENESS, DECISION MAKING, EDUCATIONAL PROGRAMS, EDUCATIONAL QUALITY, INSTRUCTIONAL PROGRAMS, JOB SKILLS, JOB TRAINING, MANAGEMENT, MANPOWER DEVELOPMENT, MILITARY TRAINING, POST SECONDARY EDUCATION, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, QUESTIONNAIRES, SKILL DEVELOPMENT, TECHNICAL EDUCATION, TRANSFER OF TRAINING, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, AREA VOTEC SUPPORT CENTERS, AVSC, MARINE CORPS
THE TWO-PART REPORT DESCRIBING THE PHASE 2 FINDINGS OF A TWO-PHASE STUDY DEMONSTRATES THE UTILITY OF THE COMMERCIAL CONTRACT TRAINING CONCEPT FOR SATISFYING CERTAIN MARINE CORPS SKILL TRAINING REQUIREMENTS. PART 1 CONCERNS SOURCE EVALUATION, SKILL ANALYSIS AND SELECTION, CONTRACTUAL CONSIDERATIONS, AND COMPARATIVE TRAINING CAPABILITY EVALUATION. IT PROVIDES GUIDELINES FOR MANAGEMENT DECISION-MAKING SUBSEQUENT TO PROCURING TRAINING SERVICES FROM COMMERCIAL SOURCES. OVER 100 PAGES OF APPENDIXES INCLUDE THE STUDY'S

(CONT.)

125 SURVEY FORMS, DETAILED ANALYSES OF THE TRAINING CAPABILITY OF INDUSTRY ORGANIZATIONS AND OF VOCATIONAL/TECHNICAL (VOTEC) TRAINING INSTITUTIONS, THE SPECIAL FORMS USED IN THE COST ANALYSIS, SKILL TRAINING CHARTS, DATA DESCRIBING THE CURRENT MARINE CORPS RESERVE VOTEC TRAINING PROGRAM, AND THE PROPOSED MARINE CORPS ORDER REGARDING BASIC SKILLS TRAINING FROM COMMERCIAL SOURCES. PART 2 IS AN AREA VOTEC SUPPORT CENTER GUIDELINES PACKAGE DESIGNED TO FACILITATE THE IMPLEMENTATION, ADMINISTRATION, AND MANAGEMENT OF VOTEC TRAINING PROGRAMS. IT CONTAINS DESCRIPTIONS OF VOTEC BASIC CONCEPTS, COORDINATION STRUCTURE, AND A TYPICAL FUNCTIONAL PROCESS TO OBTAIN VOTEC TRAINING; CONTRACTING NOTES; TYPICAL SURVEY FORMS; VOTEC SOURCES OF MARINE CORPS RELATED INSTRUCTION; AND AN 18-PAGE APPENDIX STIPULATING THE GENERAL SPECIFICATIONS FOR NAVY/MARINE CORPS VOTEC SKILL TRAINING PROGRAM WHICH CAN BE USED INDEPENDENTLY OF THE REPORT. (JR)
ERIC: ED115890

126 ANALYSIS OF COMMERCIAL CONTRACT TRAINING FOR THE NAVY (PHASE II) AND COMMERCIAL CONTRACT TRAINING NAVY AREA VOTEC SUPPORT CENTER (AVSC) GUIDELINES. FINAL REPORT. JUN 75
COPELAND, D. ROBERT; AND OTHERS
NAVAL TRAINING EQUIPMENT CENTER, ORLANDO, FLA. TRAINING ANALYSIS AND EVALUATION GROUP.
NOTES: 311P.; FOR PHASE 1, SEE ED 107 942
COST EFFECTIVENESS, DECISION MAKING, EDUCATIONAL PROGRAMS, EDUCATIONAL QUALITY, INSTRUCTIONAL PROGRAMS, JOB SKILLS, JOB TRAINING, MANAGEMENT, MANPOWER DEVELOPMENT, MILITARY TRAINING, POST SECONDARY EDUCATION, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, QUESTIONNAIRES, SKILL DEVELOPMENT, TECHNICAL EDUCATION, TRANSFER OF TRAINING, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, AREA VOTEC SUPPORT CENTERS, AVSC, NAVY
THE TWO-PART REPORT DESCRIBING THE PHASE 2 FINDINGS OF A TWO-PHASE STUDY DEMONSTRATES THE UTILITY OF THE COMMERCIAL CONTRACT TRAINING CONCEPT FOR SATISFYING CERTAIN NAVY SKILL TRAINING REQUIREMENTS. PART 1 CONCERNS SOURCE EVALUATION, SKILL ANALYSIS AND SELECTION, CONTRACTUAL CONSIDERATIONS, AND COMPARATIVE TRAINING CAPABILITY EVALUATION. IT PROVIDES GUIDELINES FOR MANAGEMENT DECISION MAKING SUBSEQUENT TO PROCURING TRAINING SERVICES FROM COMMERCIAL SOURCES. OVER 100 PAGES OF APPENDIXES INCLUDE THE STUDYS SURVEY FORMS, DETAILED ANALYSES OF THE TRAINING CAPABILITY OF INDUSTRY ORGANIZATIONS AND OF VOCATIONAL/TECHNICAL (VOTEC) TRAINING INSTITUTIONS, THE SPECIAL FORMS USED IN THE COST ANALYSIS, SKILL TRAINING CHARTS, DATA DESCRIBING THE CURRENT MARINE CORPS RESERVE VOTEC TRAINING PROGRAM, AND THE PROPOSED CHIEF OF NAVAL EDUCATION AND TRAINING INSTRUCTION FOR VOTECS (VOTEC SCHOOLS) BASIC SKILLS TRAINING FROM COMMERCIAL SOURCES. PART 2 IS AN AREA VOTEC SUPPORT CENTER GUIDELINES PACKAGE DESIGNED TO FACILITATE THE IMPLEMENTATION, ADMINISTRATION, AND MANAGEMENT OF VOTEC TRAINING PROGRAMS. IT CONTAINS DESCRIPTIONS OF VOTEC BASIC CONCEPTS, COORDINATION STRUCTURE, AND A TYPICAL FUNCTIONAL PROCESS TO OBTAIN VOTEC TRAINING; CONTRACTING NOTES; TYPICAL SURVEY FORMS; VOTEC SOURCES OF NAVY RELATED INSTRUCTION; GENERAL SPECIFICATIONS FOR THE NAVY/MARINE CORPS VOTEC SKILL TRAINING PROGRAM; AND SPECIFICATIONS FOR NAVY LITHOGRAPHER (LI) AND YEOMAN C (YN) TRAINING. (JR)
ERIC: ED115891

127 ANALYSIS OF CONCENTRATED EMPLOYMENT PROGRAM (CEP) AUTOMATED TERMINATION DATA. DEC 70
ANALYTIC SYSTEMS, INC., VIENNA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 119P.
PROGRAM EVALUATION, COMPARATIVE ANALYSIS, TABLES (DATA), EMPLOYMENT PROGRAMS, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, DATA ANALYSIS, PROGRAM IMPROVEMENT, CONCENTRATED EMPLOYMENT PROGRAM, CEP
THIS REPORT CONTAINS AN ANALYSIS OF THE CONCENTRATED EMPLOYMENT PROGRAM (CEP) TERMINATION DATA COLLECTED AND MAINTAINED BY THE DEPARTMENT OF LABOR, SPECIFICALLY THE OFFICE OF MANPOWER MANAGEMENT DATA SYSTEMS (OMMDS). THE OBJECTIVES OF THIS STUDY WERE TO EXAMINE THE OMMDS CHARACTERISTICS FILE, TO DETERMINE THE EXTENT TO WHICH DATA ARE RECORDED, TO EXAMINE PROGRAM SUCCESS OR OUTCOMES IN THE LIGHT OF VARIOUS TERMINEE CHARACTERISTICS, AND TO COMPARE WORK INCENTIVE PROGRAMS (WIN) AND CEP WHEREVER POSSIBLE FROM THE OMMDS DATA. THE RESULTS OF THE STUDY ARE DOCUMENTED IN THIS REPORT. (JS)
AIM/ARM: VT013397 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 197 332, MF $0.95, SEE CATALOG FOR HARD COPY PRICE).

128 ANALYSIS OF EFFECTS OF CHANGE IN THE BASIS OF FUNDING APPRENTICESHIP RELATED INSTRUCTION IN PUBLIC SCHOOLS. FINAL REPORT. 29 OCT 74
PULASKI, RICHARD E.
TEXAS A AND M UNIV., COLLEGE STATION. TEXAS ENGINEERING EXTENSION SERVICE. TEXAS EDUCATION AGENCY, AUSTIN.
NOTES: 57P.
EDUCATIONAL FINANCE, STATE AID, PRIVATE FINANCIAL SUPPORT, FINANCE REFORM, APPRENTICESHIPS, WORK EXPERIENCE PROGRAMS, TRADE AND INDUSTRIAL EDUCATION, PROGRAM COSTS, LOCAL UNIONS, PROGRAM EVALUATION, TEXAS
FUNDING POLICY FOR APPRENTICESHIP-RELATED INSTRUCTION IN THE TEXAS PUBLIC SCHOOLS WAS CHANGED IN 1973 TO PROVIDE MORE EQUITABLE DISTRIBUTION BETWEEN STATE AND LOCAL MONIES THROUGH USE OF A CONTRACT HOUR FORMULA BASIS. TO PROVIDE GUIDELINES FOR ANY ADJUSTMENTS IN FUTURE FUNDING PATTERNS, THE TEXAS ENGINEERING EXTENSION SERVICE OF THE TEXAS A&M UNIVERSITY CONDUCTED A STUDY TO DETERMINE THE PRIVATE SECTORS ASSESSMENT OF THE NEW FUNDING BASIS AND ANY NEEDED CHANGES. DATA WERE COLLECTED THROUGH INTERVIEWS AND QUESTIONNAIRES FOR LOCAL APPRENTICESHIP PROGRAMS WITH RELATED INSTRUCTION PROGRAMS IN COOPERATION WITH LOCAL PUBLIC SCHOOLS. FINDINGS INDICATED THAT THE NEW FUNDING POLICY WAS APPROVED BY NEARLY EVERYONE CONCERNED WITH THE PROGRAMS. THE QUESTION, RESPONSES,

(CONT.)

128 AND SUMMARIZED PROGRAM EXPENDITURES ARE APPENDED. THE REPORT CONCLUDES THAT EXPENDITURES BY THE LOCAL JOINT APPRENTICESHIP COMMITTEES WERE A MAJOR CONTRIBUTION TO THE QUALITY OF THE PROGRAMS. RECOMMENDATIONS FOR FURTHER MODIFICATIONS IN THE STATE FUNDING POLICY AND IN PROGRAM STANDARDS ARE PRESENTED. (MF)
AIM/ARM: VT103277

129 ANALYSIS OF EMPLOYEE SUPPLY AND DEMAND IN HOWARD COUNTY--A PILOT APPROACH. MAY 74
HOWARD COLL. AT BIG SPRING, TEX. TEXAS EDUCATION AGENCY, AUSTIN. DIV. OF OCCUPATIONAL RESEARCH AND DEVELOPMENT.
NOTES: 106P.
EDUCATIONAL NEEDS, EMPLOYEES, EMPLOYER ATTITUDES, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, SCHOOL INDUSTRY RELATIONSHIP, TABLES (DATA), VOCATIONAL EDUCATION, TEXAS (HOWARD COUNTY)
A SURVEY DEVELOPED BY THE OCCUPATIONAL EDUCATION DIVISION OF HOWARD UNIVERSITY TO DETERMINE EMPLOYEE SUPPLY AND DEMAND IN HOWARD COUNTY, TEXAS, INVOLVED BOTH EMPLOYEES AND EMPLOYERS. EMPLOYER DATA WERE COMPILED FROM INTERVIEWS WITH 319 OUT OF A POSSIBLE 409 EMPLOYERS WHO EMPLOYED THREE OR MORE PEOPLE. CONCLUSIONS AND RECOMMENDATIONS FOR THE FOLLOWING OCCUPATIONAL AREAS ARE PRESENTED ON AN INDIVIDUAL BASIS FARM AND RANCH, INDUSTRIAL, OFFICE, HEALTH, TECHNICAL, PUBLIC SERVICE, DISTRIBUTIVE, HOME ECONOMICS, AGRICULTURE, AND HOME. GENERAL CONCLUSIONS FOR EMPLOYER DATA COVER 27 ITEMS PERTAINING TO TRAINING PROGRAMS, EDUCATIONAL REQUIREMENTS, EMPLOYMENT OPPORTUNITIES, EDUCATIONAL NEEDS, AND WAGES. EMPLOYEE DATA, BASED UPON SURVEYS OF 88 EMPLOYED AND 82 UNEMPLOYED SUBJECTS, WERE CONSIDERED TOO MEAGER FOR GENERALIZED CONCLUSIONS. TEN TABLES SUPPLEMENT THE DISCUSSION. FOURTEEN BRIEF STATEMENTS COMMENT ON THE OUTCOME AND KNOWLEDGE GAINED FROM THE PILOT PROGRAM AND RECOMMENDATIONS FOR IMPROVING THE SURVEY ARE LISTED. LITERATURE IN THE AREA OF MANPOWER NEEDS PROJECTION IS REVIEWED AND PROJECT RELATED DOCUMENTS AND SURVEY FORMS ARE APPENDED. (LH)
ERIC: ED114638

130 AN ANALYSIS OF ENROLLMENTS AND A FOLLOW-UP STUDY OF SELECTED STUDENTS WHO HAVE ATTENDED THE AUSTIN AREA VOCATIONAL SCHOOL. 64
JOHNSTON, PHILIP M.
NOTES: 305P.
STUDENT ENROLLMENT, GRADUATE SURVEYS, VOCATIONAL FOLLOWUP, AREA VOCATIONAL SCHOOLS, QUESTIONNAIRES, VOCATIONAL EDUCATION, WAGES, INDIVIDUAL CHARACTERISTICS, LONGITUDINAL STUDIES, EDUCATIONAL PLANNING, EMPLOYMENT EXPERIENCE, PROGRAM DESCRIPTIONS, SUCCESS FACTORS, PROGRAM EVALUATION, PARTICIPANT SATISFACTION, MASTERS THESES, AUSTIN AREA VOCATIONAL SCHOOL, MINNESOTA
TO PROVIDE EVALUATIVE AND STUDENT FOLLOW-UP INFORMATION FOR LOCAL PROGRAM PLANNING PURPOSES, A POPULATION OF 1,887 PERSONS ENROLLED IN 12 DAY-TRADE PROGRAMS CONDUCTED DURING THE 8 SCHOOL YEARS FROM 1953-1960 WAS STRATIFIED INTO EIGHT GROUPS ACCORDING TO THE NUMBER OF HOURS OF ATTENDANCE. A 25 PERCENT RANDOM SAMPLE WAS SELECTED FOR QUESTIONNAIRE CONTACT. AFTER NINE FOLLOW-UP EFFORTS, 387 RESPONSES, AN 82.2 PERCENT RETURN, WERE RECEIVED. A STUDY OF THE SCHOOLS PERMANENT RECORDS WAS ALSO CONDUCTED. FINDINGS INCLUDED (1) TWO-THIRDS OF THE STUDENTS WERE ENROLLED FOR LESS THAN 1,100 HOURS, (2) 162 OUT OF 303 STUDENTS (53.1 PERCENT) HAD COMPLETED THE COSMETOLOGY COURSE, (3) 101 OUT OF 120 STUDENTS (84.2 PERCENT) HAS COMPLETED THE PRACTICAL NURSE COURSE, (4) COMPLETION RATES IN OTHER COURSES RANGED FROM 0.0 PERCENT IN APPLIANCE REPAIR AND PRINTING TO 20.4 PERCENT IN ELECTRONICS, (5) THE MODAL HOURLY PAY RATE FOR RESPONDENTS WORKING IN THE TRADE FOR WHICH THEY WERE TRAINED WAS $1.76 TO $2.00, (6) THE MODEL HOURLY PAY RATE FOR RESPONDENTS EMPLOYED IN OCCUPATIONS UNRELATED TO THEIR TRAINING WAS $2.76 TO $3.00, AND (7) 48.7 PERCENT WORKED AT THE TRADE FOR WHICH THEY WERE TRAINED FOR MORE THAN 30 DAYS. (EM)
AIM/ARM: VT004675

131 AN ANALYSIS OF FEDERAL R AND D FUNDING BY BUDGET FUNCTION JUL 71
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
PAPER COPY AVAILABLE FROM GPO $2.50 AS NSI.22 F96/963.71.
NOTES: FINAL REPT. 1960-1972. 210P
RESEARCH, FEDERAL BUDGET, RESOURCES, DEVELOPMENT, RESEARCH AND DEVELOPMENT, VETERANS BENEFITS, NSF
THE REPORT RELATES R AND D PROGRAMS TO TOTAL FEDERAL OUTLAYS BY BUDGET FUNCTIONS TO HELP IN THE ANALYSIS OF R AND D PRIORITIES. DATA FROM THE OFFICE OF MANAGEMENT AND BUDGET SHOW THAT BETWEEN 1960 AND 1972 THE CHIEF AREAS OF FEDERAL R AND D SUPPORT HAVE BEEN NATIONAL DEFENSE, SPACE RESEARCH AND TECHNOLOGY, AND HEALTH. THESE FUNCTIONS WERE EXPECTED TO MAKE UP 86% OF THE FEDERAL R AND D TOTAL IN 1972, AS COMPARED WITH 95% IN 1960. CHIEF GROWTH AREAS ARE COMMERCE AND TRANSPORTATION, EDUCATION AND MANPOWER, NATURAL RESOURCES, HEALTH, AGRICULTURE AND RURAL DEVELOPMENT, AND COMMUNITY DEVELOPMENT AND HOUSING.
NTIS: PB-223 617/2 NTIS PRICES PC-GPO/MF$1.45-NTIS

132 AN ANALYSIS OF INCREASING GRADE POINT AVERAGES AND THE EFFECT OF WORK EXPERIENCE GRADES ON GRADE POINT AVERAGES AT SANTA ANA COLLEGE.
DALY, BOB
SANTA ANA COLL., CALIF.
NOTES: 18P.
GRADE POINT AVERAGE, GRADES (SCHOLASTIC), GRADING, JUNIOR COLLEGES, WORK EXPERIENCE, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, SANTA ANA COLLEGE

(CONT.)

132 THIS STUDY WAS UNDERTAKEN TO DETERMINE WHETHER THE GRADE POINT AVERAGES OF STUDENTS AT SANTA ANA COLLEGE (SAC) HAVE BEEN INCREASING OVER TIME, AND, WITH AN INCREASING NUMBER OF WORK-EXPERIENCE STUDENTS, WHETHER THE WORK EXPERIENCE GRADE DISTRIBUTION HAS HAD ANY EFFECT ON THE GRADE DISTRIBUTION OF THE ENTIRE COLLEGE. RESULTS INDICATE THAT SACS OVERALL STUDENT GRADE POINT AVERAGE HAS BEEN INCREASING DURING THE PAST FOUR YEARS AT AN AVERAGE ANNUAL RATE OF 3.2 PERCENT THROUGH THE SPRING TERM, 1974. THE ABSOLUTE INCREASE SINCE FALL 1970 HAS BEEN 9.9 PERCENT. THERE HAS BEEN AN 18 PERCENT AVERAGE INCREASE IN AS GIVEN AND A CORRESPONDING 18 PERCENT AVERAGE DECREASE IN CS GIVEN DURING THE PAST FOUR YEARS. THE NUMBER OF WITHDRAWALS HAS INCREASED 13 PERCENT ON THE AVERAGE DURING THIS TIME PERIOD. THE PERCENTAGES OF B, D, AND F GRADES HAVE REMAINED FAIRLY CONSTANT. THIS TREND HAS SKEWED THE COLLEGE GRADE DISTRIBUTION TO THE LEFT, AWAY FROM THE TRADITIONAL NORMAL DISTRIBUTION. MEAN GRADE POINT AVERAGE FOR ALL STUDENTS HAS INCREASED FROM 2.57 IN FALL 1970 TO 2.80 IN SPRING 1974. WORK EXPERIENCE GRADES WERE FOUND TO HAVE LITTLE EFFECT ON THE RATE OF INCREASE OF THE OVERALL COLLEGE GRADE POINT AVERAGE. (AUTHOR/DC)
ERIC: ED101789

133 ANALYSIS OF LABOR MARKET ADJUSTMENTS IN THE CLERICAL TEMPORARY HELP MARKET 1953-1960. JUL 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 196P.; PH.D. DISSERTATION, STANFORD UNIVERSITY
BUSINESS CYCLES, CLERICAL WORKERS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT QUALIFICATIONS, LABOR ECONOMICS, LABOR MARKET, LABOR SUPPLY, MANPOWER UTILIZATION, PERSONNEL SELECTION, TEMPORARY HELP SERVICE INDUSTRY
THIS REPORT IS A THEORETICAL AND EMPIRICAL STUDY OF THE CLERICAL TEMPORARY HELP LABOR MARKET WITH PARTICULAR REFERENCE TO HOW THAT MARKET WAS AFFECTED BY CHANGING STATES OF THE PERMANENT LABOR MARKET. SPECIAL ATTENTION IS PAID TO THE HIRING PROCESS AND TO THE DETERMINATION OF WORKER QUALITY OVER THE BUSINESS CYCLE. DATA FOR THE STUDY WERE OBTAINED FROM A LARGE TEMPORARY HELP SERVICE (THS) IN SAN FRANCISCO: IN ALL, THERE ARE 10,000 CLERICAL WORKERS (TYPISTS AND STENOS) IN THE SAMPLE, WHICH COVERS EIGHT YEARS (32 QUARTERS). THE MOST SIGNIFICANT FINDINGS FOR MANPOWER ANALYSIS ARE THAT IN EACH MARKET THE AVERAGE QUALITY OF THOSE USED DETERIORATED AS THE NUMBER DISPATCHED ROSE, OTHER THINGS EQUAL. THIS SUGGESTS THAT THE THS SELECTED ONLY ITS BEST APPLICANTS FOR USE IN ANY GIVEN PERIOD, ALTHOUGH OTHER TESTS DEMONSTRATED THAT ONLY IN VERY LOOSE LABOR MARKETS DID THE THS DISCRIMINATE AMONG ITS ACCEPTABLE APPLICANTS IN MAKING ASSIGNMENTS. (NTIS)
ERIC: ED080900 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 935, MF$1.45 HC$3.00)

134 AN ANALYSIS OF RURAL MANPOWER MIGRATION PATTERNS IN THE SOUTH PLAINS REGION OF TEXAS. AUG 69
STAPLETON, RICHARD C.
TEXAS TECHNOLOGICAL COLL., LUBBOCK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 196P.
BIBLIOGRAPHIES, ECONOMIC OPPORTUNITIES, FARMERS, HIGH SCHOOL GRADUATES, MIGRATION PATTERNS, QUESTIONNAIRES, RURAL AREAS, RURAL YOUTH, SURVEYS, SOUTHERN PLAINS OF TEXAS
BECAUSE OF DECLINING PRICES FOR SORGHUM AND COTTON, INCREASED OPERATING COSTS, AND REDUCTION IN THE UNDERGROUND WATER LEVEL, OPPORTUNITIES FOR MALE HIGH SCHOOL GRADUATES IN THE SOUTHERN PLAINS REGION HAVE DECLINED IN RECENT YEARS. THE STUDY COLLECTED DATA ON MIGRATION PATTERNS OF MALES WHO GRADUATED DURING THE 1953-63 PERIOD BY SURVEYING HIGH SCHOOLS IN ANTON, CROSBYTON, FALLS, AND WILSON, TEXAS. DATA WERE OBTAINED BY QUESTIONNAIRE FROM 236 OF THE APPROXIMATELY 450 GRADUATES, ABOUT A 50 PERCENT SAMPLE. A TOTAL OF 72.9 PERCENT LOCATED AWAY FROM THEIR LOCAL COMMUNITIES FROM 1953-1968 AT AN AVERAGE MIGRATION DISTANCE OF 340 MILES. DATA SHOWED THAT 36 PERCENT OF THE FARM-REARED YOUTH BECAME FARMERS, MORE THAN TWICE THE NATIONAL RATE. THE MAIN REASON WAS THE HIGH ANNUAL INCOME IN THE REGION ($10,296). THE SURVEY SHOWED THAT THE CITIES IN THE SOUTH PLAINS REGION WERE CAPABLE OF SUPPORTING LARGE NUMBERS OF RURAL MIGRANTS; HOWEVER, OPPORTUNITIES FOR COLLEGE GRADUATES WERE NOT VERY GREAT. A SURVEY OF PUBLISHED LITERATURE AND A HISTORICAL ANALYSIS OF RURAL MANPOWER MIGRATION ARE INCLUDED. (BC)
ERIC: ED053247 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-188048, MF $.95; SEE CATALOG FOR HARD COPY PRICE)

135 AN ANALYSIS OF SELECTED ASPECTS OF WOMENS CAREER INVOLVEMENT IN SOUTHEAST ADVERTISING AGENCIES 1976
FULLER, D.A.
SOUTHERN MARKETING ASSOCIATION, PROCEEDINGS OF CONFERENCE, OCT 1976, P. 163-165.
ADVERTISING, CAREER DEVELOPMENT, EDUCATION, FACTOR ANALYSIS, MARKETING, VARIATIONAL ANALYSIS, WOMEN IN BUSINESS
CAREER INVOLVEMENT OF WOMEN IN ADVERTISING STUDIED AS TO EFFECTIVENESS OF WORK RELATIONSHIPS, DIFFERENCE IN JOB-RELATED TREATMENT, AND NEGATIVE IMPACT OF SELECTED FACTORS. SHOWS AGE GROUP AND EDUCATIONAL LEVEL AS SOURCES OF DIFFERENCES IN OPINION.
MGMT: SMA76JP163

136 AN ANALYSIS OF SELECTED CURRICULUM ATTRIBUTES WITH RECOMMENDATIONS FOR CURRICULUM DEVELOPMENT IN VOCATIONAL AND TECHNICAL EDUCATION IN ETHIOPIA. AUG 71
ABDULLAHI, BAKRI
NOTES: 230P.; PH.D. DISSERTATION, MISSOURI UNIVERSITY

(CONT.)

136 COMPONENTIAL ANALYSIS, CONTENT ANALYSIS, CURRICULUM DESIGN, CURRICULUM DEVELOPMENT, CURRICULUM EVALUATION, DOCTORAL THESES, EDUCATIONAL OBJECTIVES, FOREIGN COUNTRIES, GUIDELINES, OPINIONS, SECONDARY EDUCATION, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, ETHIOPIA

THE PURPOSES OF THIS STUDY WERE (1) TO ASCERTAIN THE RELATIVE IMPORTANCE OF SELECTED ATTRIBUTES OF CURRICULUM DEVELOPMENT IN VOCATIONAL AND TECHNICAL EDUCATION IN ETHIOPIA, (2) TO ASCERTAIN THE EXTENT OF AGREEMENT IN OPINIONS AMONG SELECTED SPECIALISTS IN THE UNITED STATES, VOCATIONAL-TECHNICAL TEACHERS AND SECONDARY SCHOOL PRINCIPALS IN ETHIOPIA REGARDING THE RELATIVE IMPORTANCE OF SELECTED ATTRIBUTES, (3) TO ASCERTAIN THE EXTENT OF AGREEMENT IN OPINION BETWEEN THE SPECIALISTS AND THE PARTICIPATING GROUPS OF TEACHERS AND PRINCIPALS IN RANKING THE ATTRIBUTES, AND (4) TO PROPOSE A PROCEDURE FOR DEVELOPING RELEVANT CURRICULUMS IN VOCATIONAL AND TECHNICAL EDUCATION IN ETHIOPIA. USING RALPH W. TYLERS RATIONALE FOR CURRICULUM DEVELOPMENT, A QUESTIONNAIRE WAS PREPARED USING SELECTED ATTRIBUTES ORGANIZED UNDER 16 BLOCKS RELATING TO (1) OBJECTIVES, (2) SUBJECT MATTER CONTENT, (3) LEARNING EXPERIENCES, AND (4) EVALUATION WITH RESPECT TO VOCATIONAL AND TECHNICAL EDUCATION IN ETHIOPIA. THE SEVEN ITEMS UNDER EACH OF THE BLOCKS WERE THEN RANKED IN ORDER OF IMPORTANCE BY THE PARTICIPATING INDIVIDUALS. BASED ON ANALYSIS OF THE DATA, A 14-STEP PROCEDURE FOR DEVELOPING RELEVANT CURRICULUMS IN VOCATIONAL AND TECHNICAL EDUCATION IN SECONDARY SCHOOLS OF ETHIOPIA WAS RECOMMENDED. (AUTHOR)

ERIC: ED055175 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (MF $4.00: XEROGRAPHY $10.00)

137 ANALYSIS OF SELECTED FACTORS RELATING TO THE NEIGHBORHOOD YOUTH CORPS OUT OF SCHOOL PROGRAM IN RURAL COUNTIES OF OREGON. AUG 70

BIGSBY, ROBERT A.;CLARK, HARRY E.

NOTES: 16P.; PAPER PRESENTED AT THE RURAL SOCIOLOGICAL SOCIETY MEETING, WASHINGTON, D. C., AUGUST 1970

AGE DIFFERENCES, DROPOUTS, ECONOMICALLY DISADVANTAGED, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT PROGRAMS, LANGUAGE, MARITAL STATUS, PROGRAM EFFECTIVENESS, RURAL YOUTH, SEX DIFFERENCES, SOCIOECONOMIC BACKGROUND, SUCCESS FACTORS, NEIGHBORHOOD YOUTH CORPS

THE NEIGHBORHOOD YOUTH CORPS OUT-OF-SCHOOL PROGRAM IN 27 OREGON COUNTIES WAS STUDIED (1) TO ASSESS THE EFFECTIVENESS OF THE PROGRAM IN AIDING ENROLLEES (SCHOOL DROPOUTS AGED 16-21) TO OBTAIN PRODUCTIVE JOBS AND/OR TO CONTINUE THEIR EDUCATION AND (2) TO IDENTIFY SOCIOECONOMIC AND EDUCATIONAL FACTORS ASSOCIATED WITH SUCCESS OR FAILURE IN THE PROGRAM. OF 942 PREVIOUS ENROLLEES, DATA FROM 302 WERE SUBJECTED TO STEPWISE MULTIPLE LINEAR REGRESSION AND CLASSIFICATION ANALYSES. THE MOST IMPORTANT FINDINGS WERE THAT A HIGHER PROPORTION OF FEMALES SUCCEEDED THAN DID MALES AND THAT NEITHER INTELLIGENCE QUOTIENT NOR SCHOLASTIC ACHIEVEMENT WAS A PREDICTOR OF SUCCESS OR FAILURE OF ENROLLEES. ACCURATE PREDICTION WAS NOT POSSIBLE FOR MALE ENROLLEES OR MARRIED OR DIVORCED FEMALES. AN EQUATION WAS DEVELOPED FOR PREDICTING SUCCESS OR FAILURE OF SINGLE FEMALE ENROLLEES USING 5 VARIABLES LANGUAGE SPOKEN IN HOME, LIVING GROUP, REASON FOR LEAVING SCHOOL, WELFARE STATUS, AND LIFETIME OCCUPATIONAL GOAL. (JH)

ERIC: ED041693

138 AN ANALYSIS OF SELECTED START-UP INDUSTRY TRAINING PROGRAMS AS VEHICLES FOR HUMAN RESOURCES DEVELOPMENT. DEC 76

VAN CLEVE, ROY R.

TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

GRANT NO. DOL-21-48-74-01

NOTES: 152P.; SOME TABLES MAY BE MARGINALLY LEGIBLE

DEMOGRAPHY, ECONOMIC RESEARCH, GEOGRAPHIC LOCATION, HUMAN RESOURCES, INDUSTRIALIZATION, INDUSTRY, MANPOWER DEVELOPMENT, PROGRAM EFFECTIVENESS, RURAL AREAS, SOCIOECONOMIC INFLUENCES, STATE PROGRAMS, TECHNICAL EDUCATION, TECHNICAL OCCUPATIONS, TRADE AND INDUSTRIAL EDUCATION, UNEMPLOYED, ALABAMA, NORTH CAROLINA, SOUTH CAROLINA, STARTUP INDUSTRY TRAINING PROGRAMS, VIRGINIA

THE START-UP INDUSTRY TRAINING CONCEPT HAS RECEIVED CONSIDERABLE ATTENTION AS A WAY TO BETTER MATCH WORKERS AND JOBS, TO LEAPFROG THE INDUSTRIAL DEVELOPMENT PROCESS BY ATTRACTING HIGHER-WAGE INDUSTRY TO AN AREA THROUGH UPGRADING LOCAL WORK FORCES, AND TO MAKE IT POSSIBLE TO INCREASE THE WAGES OF LOW-INCOME WORKERS. A STUDY EXAMINED IN DETAIL THE PROGRAMS OF SOUTH CAROLINA, NORTH CAROLINA, VIRGINIA AND ALABAMA AND THEIR EFFECT ON INDUSTRIAL RELOCATION TRENDS AND THE LEAPFROGGING OF THE UNEMPLOYED AND UNDEREMPLOYED INTO THE LABOR FORCE. COMPARATIVE ANALYSES WERE MADE OF THE ACCOMPLISHMENTS, OPERATIONAL AND SUPPORT ORGANIZATIONS, COSTS, AND THE START-UP PROCESSES OF ALL FOUR STATES. THE RESULTS OF THE REGRESSION ANALYSIS AND CLUSTER ANALYSIS DID NOT SUPPORT THE HYPOTHESIS THAT TRAINING PROGRAMS HAD INFLUENCED INDUSTRIAL LOCATION. THEY CONSTANTLY SHOWED THAT COUNTIES WHICH, PRE-PROGRAM WISE, HAD FAVORABLE EMPLOYMENT, HIGH EDUCATION, POPULATION, AND INDUSTRIALIZATION, CONTINUED TO HAVE THEM, WHILE THOSE THAT DID NOT CONTINUED TO DO WITHOUT. (AUTHOR/HD)

ERIC: ED135978 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA., 22151

139 ANALYSIS OF SKILLS NEEDED BY GRADUATES OF ASSOCIATE DEGREE INSURANCE MAJOR. FINAL REPORT. JUN 72

DICKERSON, JACK

NORTH CENTRAL TECHNICAL INST., WAUSAU, WIS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF COMPREHENSIVE AND VOCATIONAL EDUCATION RESEARCH.; WISCONSIN STATE BOARD OF VOCATIONAL, TECHNICAL, AND ADULT EDUCATION, MADISON.

NOTES: 91P.

(CONT.)

139 ASSOCIATE DEGREES, BUSINESS SKILLS, COURSE CONTENT, CURRICULUM EVALUATION, EMPLOYMENT QUALIFICATIONS, INSURANCE COMPANIES, INSURANCE OCCUPATIONS, OCCUPATIONAL INFORMATION, SALESMANSHIP, SKILL ANALYSIS, SURVEYS, TECHNICAL INSTITUTES, VOCATIONAL EDUCATION

THIS STUDY WAS UNDERTAKEN TO LEARN WHETHER THE COURSES OFFERED BY THE ASSOCIATE DEGREE INSURANCE PROGRAM AT NORTH CENTRAL TECHNICAL INSTITUTE, WAUSAU, WISCONSIN, ARE ADEQUATE TO EQUIP PROSPECTIVE EMPLOYEES IN THE INSURANCE INDUSTRY. THE STUDY WAS ACCOMPLISHED BY SURVEYING 169 INSURANCE COMPANIES TO OBTAIN THE VALUE ASSIGNED BY RESPONDENTS TO EACH COURSE IN THE INSURANCE CURRICULUM. DETAILED RESPONSES ARE PRESENTED IN TABULAR AND NARRATIVE FORM. SEVENTY-FIVE PERCENT OF THE RESPONDING COMPANIES STATED THAT THEY WOULD BE INTERESTED IN HIRING THE GRADUATES OF THE 2-YEAR ASSOCIATE DEGREE PROGRAM. HOWEVER, MANY FIRMS INDICATED THAT A POSITIVE ATTITUDE WAS MORE IMPORTANT THAN TECHNICAL TRAINING AND THAT THEY WOULD HIRE THE GRADUATES BECAUSE OF THEIR DEMONSTRATED INTEREST IN THE INSURANCE BUSINESS RATHER THAN BECAUSE OF WHAT THEY HAD LEARNED AT SCHOOL. SOME FIRMS STATED THAT THEY LOOK FOR PERSONS WITH A LIBERAL ARTS BACKGROUND AND DO THE TRAINING THEMSELVES. FIFTY-SEVEN PERCENT OF THE RESPONDENTS FELT THAT A LIBERAL ARTS GRADUATE WAS PREFERRED TO THE BUSINESS GRADUATE. AS A RESULT OF THE SURVEY, IT WAS RECOMMENDED THAT A SALESMANSHIP COURSE BE ADDED TO THE CURRICULUM, AS MOST INSURANCE JOBS INVOLVE SOME SORT OF SELLING. IT WAS ALSO RECOMMENDED THAT CONTACTS WITH THE INSURANCE COMPANIES BE MAINTAINED FOR PLACEMENT AND FURTHER CURRICULUM EVALUATION PURPOSES. (MF)

ERIC: ED075616

140 AN ANALYSIS OF SOCIAL CRITERIA AND TRIGGERING MECHANISMS FOR EXTENDED UNEMPLOYMENT BENEFITS. MAR 74

VANEROEN, JAMES DEAN

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 160P.; PH.D. DISSERTATION, UNIVERSITY OF UTAH

ECONOMIC FACTORS, EVALUATION CRITERIA, LEGISLATION, MODELS, SOCIAL FACTORS, STATISTICAL STUDIES, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE

THE DISSERTATION EXPLORES CRITERIA FOR EVALUATING THE PERFORMANCE OF TRIGGER MECHANISMS FOR DETERMINING EXTENDED BENEFIT PAYMENT PERIODS. A REVIEW OF THE CURRENT LAW IS MADE AS WELL AS A BRIEF SUMMARY OF LEGISLATION LEADING TO ITS PASSAGE. A QUANTITATIVE MODEL USING CONCEPTS FROM THE THEORY OF MARKOV CHAINS IS ESTABLISHED WHICH MEETS ESTABLISHED CRITERIA. THIS MODEL IS THEN FULLY DEVELOPED AND DISCUSSED WITH RESPECT TO VARIATIONS IN THE ECONOMY AND THEIR IMPACT ON THE MODEL. THE MODEL ITSELF MAY BE USED AS A TRIGGER OR MAY BE USED AS A GUIDE BY WHICH TO EVALUATE OTHER TRIGGER MECHANISMS. A GENERAL APPROACH IN THE IMPLEMENTATION OF THE VARIOUS MODELS CONSIDERED EMPHASIZES CONCEPTUAL MATTERS, DUE TO A LACK OF READILY AVAILABLE DATA FOR THE EMPIRICAL STUDY WHICH IS APPENDED TO THE DOCUMENT. (AUTHOR/AJ)

ERIC: ED091596 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (MC $3.00)

141 AN ANALYSIS OF SUMMER YOUTH DEMONSTRATION PROGRAMS, 1966. DEC66

NELLUM, ALBERT L. AND OTHERS

NELLUM, (A.L.), AND ASSOCIATES, WASHINGTON, D.C.; OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.

NOTES: 139P.

DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, INNER CITY, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SUMMER PROGRAMS, TRANSPORTATION, URBAN AREAS, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, COMMUNITY ACTION FOR YOUTH, COMMUNITY CONSERVATION CORPS, PROJECT EXPLORATION, PROJECT FIT, PROJECT IDENTITY, PROJECT TIDE, SUBURBAN TRANSPORTATION DEMONSTRATION PROJECT, SUMMER YOUTH DEVELOPMENT PROJECT

SUMMER YOUTH EMPLOYMENT PROGRAMS ARE DESIGNED TO (1) OFFER YOUTH WHOLESOME, INCOME-PRODUCING ACTIVITY WHILE THEY ARE OUT OF SCHOOL, (2) GIVE THEM THE OPPORTUNITY TO BECOME ACQUAINTED WITH JOBS AND WORK, (3) LET THEM EXPLORE VOCATIONAL POSSIBILITIES, AND (4) TEACH THEM SOMETHING OF THE EXPECTATIONS AND REQUIREMENTS OF EMPLOYERS, AS WELL AS THEIR RESPONSIBILITIES AS EMPLOYEES. THIRTEEN PROJECTS FUNDED UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT WERE STUDIED IN ORDER TO IDENTIFY TECHNIQUES AND METHODS WHICH MIGHT BE OF BENEFIT TO FUTURE PROGRAMS AND PLANNING. ANALYSES ARE INCLUDED FOR (1) THE SUMMER COMMUNITY YOUTH WORK PROGRAM, PITTSBURGH, (2) SHORT-TERM PROGRAM FOR 17- AND 18-YEAR-OLD DROPOUTS, CLEVELAND, (3) PROJECT IDENTITY, FOR YOUTH WHO HAD VIOLATED PROBATION, DETROIT, (4) PROJECT FIT (FRANCHISE INDUSTRY TRAINING), BOSTON COLLEGE, (5) COMMUNITY ACTION FOR YOUTH, CLEVELAND, (6) SUMMER YOUTH DEVELOPMENT PROJECT, KANSAS CITY, (7) SUMMER STUDENT EMPLOYMENT PROGRAM, ST. LOUIS, (8) SUMMER YOUTH EMPLOYMENT PROGRAM, CHARLESTOWN, MASSACHUSETTS, (9) PROJECT EXPLORATION, DETROIT, (10) SUBURBAN TRANSPORTATION, WASHINGTON, D.C., (11) PROJECT TIDE (TESTING, INFORMATION GIVING, DISCUSSION, AND EVALUATION), WASHINGTON, D.C., (12) COMMUNITY CONSERVATION CORPS PROJECT, LOS ANGELES, AND (13) OPERATION ENCOURAGEMENT, CHICAGO. (PS)

ERIC: ED014595

142 AN ANALYSIS OF SUPPORTED PROJECTS TO TEST METHODS FOR INCREASING THE ACCESS OF ETHNIC MINORITY STUDENTS TO CAREERS IN SCIENCE AND TECHNOLOGY. VOLUME I. EXECUTIVE SUMMARY NOV 76

ARONSON, JOEL B.

AMERICAN INSTITUTES FOR RESEARCH, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIRECTORATE FOR SCIENCE EDUCATION.

CONTRACT NO. NSF-C1052

NOTES: FINAL REPT. 59P

(CONT.)

142 CAREER DEVELOPMENT, MINORITY GROUPS, TECHNOLOGY, METHODOLOGY, CASE STUDIES, SCIENCE AND TECHNOLOGY, CHICANOS, ANGLOS, NTISNSFOPI
DURING THE SUMMERS OF 1974 AND 1975, THE NATIONAL SCIENCE FOUNDATION MADE GRANTS TO 11 INSTITUTIONS FOR PROJECTS DESIGNED TO TEST MECHANISMS FOR INCREASING THE ACCESS OF ETHNIC MINORITY STUDENTS TO CAREERS IN SCIENCE AND TECHNOLOGY. THE OBJECTIVE WAS TO MODELS WHICH HAD A POTENTIAL FOR BROADER USE. THE GOALS OF THE EVALUATION WERE THREEFOLD TO DOCUMENT THE EXPERIENCE OF THE SEVERAL PROJECTS IN ORDER TO MAKE THAT EXPERIENCE AVAILABLE TO FUTURE EFFORTS, TO WEIGH THE POTENTIAL OF EACH PROJECTS INTERVENTION STRATEGY FOR MORE GENERAL APPLICATION, AND TO RECOMMEND TO NSF BOTH POLICY AND ADMINISTRATIVE CHANGES WHICH WOULD IMPROVE PROCEDURES FOR THE EVALUATION OF NEW EXPERIMENTAL PROJECT PROPOSALS.
NTIS: PB-265 924/1ST NTIS PRICES PC A04/MF A01

143 AN ANALYSIS OF SUPPORTED PROJECTS TO TEST METHODS FOR INCREASING THE ACCESS OF ETHNIC MINORITY STUDENTS TO CAREERS IN SCIENCE AND TECHNOLOGY. VOLUME II. TECHNICAL REPORT NOV 76
ARONSON, JOEL B.
AMERICAN INSTITUTES FOR RESEARCH, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIRECTORATE FOR SCIENCE EDUCATION.
CONTRACT NO. NSF-C1052
NOTES: FINAL REPT. 204P
CAREER DEVELOPMENT, MINORITY GROUPS, TECHNOLOGY, METHODOLOGY, ACCESSIBILITY, SCIENCE AND TECHNOLOGY, CHICANOS, ANGLOS, CASE STUDIES, NTISNSFOPI
THE GOALS OF THE EVALUATION WERE TO DOCUMENT THE EXPERIENCE OF ELEVEN CAREER PROJECTS, TO WEIGH THE POTENTIAL OF EACH PROJECTS INTERVENTION STRATEGY, AND TO RECOMMEND TO NSF BOTH POLICY AND ADMINISTRATIVE CHANGES. THE RESEARCH CONSISTED OF GENERAL EXPLORATION OF THE EDUCATIONAL PATTERNS AND EXPERIENCES OF VARIOUS MINORITIES AND CASE STUDIES OF ELEVEN NSF-FUNDED EXPERIMENTS TO INCREASE THE ACCESS OF MINORITY STUDENTS TO SCIENTIFIC AND TECHNICAL CAREERS. THE STUDY CONCLUDES THAT PROPOSERS OF NEW PROJECTS NEED TO PAY SPECIAL ATTENTION TO DETAILING A CREDIBLE EVALUATION PLAN DESIGNED TO SURVIVE POTENTIAL PROJECT IMPLEMENTATION DIFFICULTIES, THEY SHOULD INVESTIGATE THE PRESENT STATE-OF-THE-ART OF THE TECHNIQUES BEING CONSIDERED FOR USE IN IMPLEMENTING INTERVENTION STRATEGIES, THEY SHOULD MAKE REASONED DECISIONS REGARDING THE CHOICE OF PROJECT PARTICIPANTS AND RESIST COMPROMISES WITH PRACTICALITY WHICH WOULD ALTER THE TYPE OF PARTICIPANT ACTUALLY SELECTED, AND CONSIDER THE POTENTIAL CONSEQUENCES OF PROJECT FAILURE TO ALL THOSE INVOLVED.
NTIS: PB-265 925/9ST NTIS PRICES PC A10/MF A01

144 AN ANALYSIS OF THE CONCEPTS OF DEMAND AND NEED FOR MEDICAL CARE AND THEIR IMPLICATIONS FOR MANPOWER PLANNING 1973
OARS, LEWIS
NEW JERSEY DEPT. OF HIGHER EDUCATION, TRENTON. OFFICE OF HEALTH PROFESSIONS EDUCATION.
NOTES: HEALTH MANPOWER PLANNING SERIES 28P
HEALTH CARE REQUIREMENTS, HEALTH MANPOWER, HEALTH PLANNING, APPENDICES, HEALTH CONSUMERS, NTISHRANHP
THE PURPOSE OF THE PAPER IS TO DISCUSS THE CONCEPT OF DEMAND AND NEED AS IT APPLIES TO THE HEALTH INDUSTRY, AND TO RELATE THESE CONCEPTS TO MANPOWER PLANNING. IT DEMONSTRATES THAT WHILE WANTS AND DEMAND TEND TO BE HIGHLY CORRELATED WITH EACH OTHER, WANTS AND NEEDS MAY BE SIGNIFICANTLY DIFFERENT BECAUSE CONSUMERS DO NOT PLACE THE SAME DEGREE OF UTILITY ON MEDICAL CARE AS HEALTH PROFESSIONALS DO. THE RELATIONSHIP BETWEEN NEED, DEMAND, AND MANPOWER PLANNING IS SHOWN BY A SERIES OF GRAPHS. IMPLICATIONS OF THE GRAPHS LEAD TO THE ASSUMPTION THAT MANPOWER PLANNING BASED UPON NEED WILL GENERALLY LEAD TO A MISALLOCATION OF RESOURCES AND UNEMPLOYMENT.
NTIS: HRP-0000490/3ST NTIS PRICES PC$4.00/MF$3.00

145 AN ANALYSIS OF THE DETERMINANTS OF OCCUPATIONAL UPGRADING SEP 75
LEIGH, DUANE E.
WASHINGTON STATE UNIV., PULLMAN. DEPT. OF ECONOMICS. WISCONSIN UNIV.-MADISON. INST. FOR RESEARCH ON POVERTY. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-53-74-23
NOTES: FINAL REPT. 1974-75 207
CAREER DEVELOPMENT, NTISLABPEU
THE OCCUPATIONAL MOBILITY OF INDIVIDUAL WORKERS IS EXAMINED IN ATTEMPTING TO TEST SEVERAL HYPOTHESES DRAWN FROM HUMAN CAPITAL THEORY AND THE DUAL LABOR MARKET HYPOTHESIS. THE TESTS INVOLVE A COMPARISON OF THE OCCUPATIONAL ADVANCEMENT OF BLACK AND WHITE MALES IN SIMILAR AGE CATEGORIES USING TWO SOURCES OF LONGITUDINAL DATA. CENSUS DATA ALLOW THE MEASUREMENT OF OCCUPATIONAL CHANGE BETWEEN 1965 AND 1970, WHILE CHANGE OVER THE 1966-69 PERIOD IS EXAMINED USING THE NATIONAL LONGITUDINAL SURVEYS. RESULTS INDICATE THAT EDUCATION AND POST-SCHOOL INVESTMENTS IN VOCATIONAL TRAINING AND JOB TENURE HAVE POSITIVE EFFECTS OF ROUGHLY SIMILAR MAGNITUDES ON THE UPGRADING OF BLACKS AND WHITES. CONTROLLING FOR THESE PERSONAL ENDOWMENTS, THE EFFECT ON UPGRADING OF MOBILITY BETWEEN EMPLOYERS IS ALSO ESTIMATED.
NTIS: PB-267 115/4ST NTIS PRICES PC A10/MF A01

146 AN ANALYSIS OF THE DYNAMICS OF LABOR TURNOVER IN UNITED STATES INDUSTRY MAY 69
PHILLIPS, LLAD
HARVARD UNIV., CAMBRIDGE, MASS.

(CONT.)

146 NOTES: DOCTORAL THESIS 410P
MANPOWER, MOBILITY, LABOR, UNITED STATES, LABOR TURNOVER
THE DOCUMENT IS ORGANIZED ACCORDING TO THE FOLLOWING PLAN AN INTRODUCTION TO THE IMPORTANCE OF LABOR TURNOVER AND ITS PRESENT STATUS AND RELEVANCE IN ECONOMIC ANALYSIS PRECEDES THE BASIC PROPOSITIONS THAT THE THESIS SEEKS TO ESTABLISH. A DISCUSSION OF THE LIMITATIONS OF THE LABOR TURNOVER DATA IS INCLUDED. ONE CHAPTER FAMILIARIZES THE READER WITH INFORMATION DRAWN FROM CROSS-SECTION STUDIES CONCERNING THE VOLUME, CHARACTERISTICS, AND DETERMINANTS OF LABOR MOBILITY. THE THEORETICAL FOUNDATIONS OF THE ANALYSIS OF LABOR TURNOVER ARE DERIVED, AND A MODEL OF SHORT-TERM EMPLOYMENT ADJUSTMENT AND GROSS LABOR FLOWS IS CONSTRUCTED. THE CONCEPTUAL AND STATISTICAL PROBLEMS OF USING LABOR TURNOVER AS A MEASURE OF EMPLOYMENT CHANGE OR AS A MEASURE OF LABOR MOBILITY ARE INVESTIGATED. BY THE USE OF STATISTICAL TECHNIQUES, THE PREDICTIONS OF THE MODEL ARE TESTED EMPIRICALLY.
NTIS: PB-191 016 CFSTI PRICES HC$6.00 MF$0.95

147 AN ANALYSIS OF THE FEDERAL BONDING PROGRAM, SUMMARY, FINAL REPORT. SEP 75
CONTRACT RESEARCH CORP., BELMONT, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 56P.; FOR RELATED DOCUMENTS, SEE CE 005 644-645
DATA ANALYSIS, DISADVANTAGED GROUPS, EMPLOYMENT SERVICES, EVALUATION METHODS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, INDEMNITY BONDS, INSURANCE PROGRAMS, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, EXOFFENDERS, FIDELITY BONDING
A SUMMARY OF THE FINAL REPORT ANALYZING THE FEDERAL BONDING PROGRAM INCLUDES AN OVERVIEW, HISTORICAL SUMMARY AND ANALYSIS, SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS. THE BONDING PROGRAM PROVIDES FIDELITY BONDING FOR INDIVIDUALS WHO ARE NORMALLY EXCLUDED FROM INSURANCE POLICY BONDING, INCLUDING EX-OFFENDERS, ENABLING THEM TO WORK AT JOBS FOR WHICH THEY WOULD BE OTHERWISE INELIGIBLE. DATA ANALYSIS, RESEARCH METHODOLOGY AND OBJECTIVES, AGENCY NOMENCLATURE, DATA UTILIZATION, CATEGORIES, LIMITATIONS, AND A CASE STUDY ARE DISCUSSED IN THE OVERVIEW. THE MATERIAL IN THE HISTORICAL SUMMARY AND ANALYSIS SECTIONS IS PRESENTED IN CONSIDERABLY GREATER DETAIL IN VOLUME 1 OF THE FINAL REPORT, PROGRAM HISTORY. THE BASES FOR THE SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATION SECTIONS ARE PRESENTED IN VOLUME 2 OF THE FINAL REPORT, PROGRAM ANALYSIS. THE PROGRAMS ORIGINS BEGAN WITH THE PASSAGE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT IN 1962, WITH SUBSEQUENT LEGISLATION AUTHORIZING THE BONDING PROGRAM IN 1965. TWO BASIC CONCLUSIONS STATE (1) THE PROGRAM APPEARS TO BE ACHIEVING SIGNIFICANT RESULTS FOR SOME EX-OFFENDERS AT A RELATIVELY LOW COST, BUT THERE IS INSUFFICIENT DATA TO DETERMINE PROGRAM IMPACT ESTIMATES; AND (2) EFFORTS TO PINPOINT WHO IS BEST SERVED, AND WHY, SHOULD BE MADE TO IMPROVE PROGRAM UTILIZATION. (LH)
ERIC: ED115823

148 AN ANALYSIS OF THE FEDERAL BONDING PROGRAM, VOLUME 1 PROGRAM HISTORY, FINAL REPORT. SEP 75
CONTRACT RESEARCH CORP., BELMONT, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 234P.; FOR RELATED DOCUMENTS, SEE CE 005 645-646; SECTION 2.1 AND PAGES A-41/A-42 HAVE BEEN DELETED DUE TO POOR REPRODUCIBILITY
DISADVANTAGED GROUPS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, INDEMNITY BONDS, INSURANCE PROGRAMS, PROGRAM DESIGN, PROGRAM DEVELOPMENT, EXOFFENDERS, FIDELITY BONDING
THE HISTORY OF THE FEDERAL BONDING PROGRAM IS TRACED FROM THE FIRST BONDING ASSISTANCE DEMONSTRATION PROJECTS TO THE PASSAGE OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, 1973. THE BONDING PROGRAM PROVIDES FIDELITY BONDING FOR INDIVIDUALS WHO ARE NORMALLY EXCLUDED FROM INSURANCE POLICY BONDING, INCLUDING EX-OFFENDERS, ENABLING THEM TO WORK AT JOBS FOR WHICH THEY WOULD BE OTHERWISE INELIGIBLE. THE PROGRAMS ORIGINS BEGAN WITH THE PASSAGE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT IN 1962, WITH SUBSEQUENT LEGISLATION AUTHORIZING THE BONDING PROGRAM IN 1965. AN ANALYSIS OF PROGRAM DESIGN INCLUDES THE ADOPTION OF THE BASIC PROGRAM AND ADMINISTRATIVE STRUCTURE, ELIGIBILITY CRITERIA, DEVELOPMENT OF A PROCUREMENT DOCUMENT, THE UNITED BONDING INSURANCE COMPANYS BID, AND THE NEGOTIATION OF A CONTRACT. PROGRAM IMPLEMENTATION IS TRACED FROM THE INITIAL SITE SELECTION THROUGH DEVELOPMENT OF REPORTING SYSTEMS, EXPANSION TO THE STATUS OF A NATIONAL PROGRAM, MODIFICATION, LEGISLATIVE DEVELOPMENTS, AND FUNDING. APPENDED MATERIALS TAKE UP APPROXIMATELY HALF OF THE REPORT AND CONTAIN HISTORICAL DOCUMENTS, INCLUDING EXCERPTS FROM THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, DEPARTMENT OF LABOR DOCUMENTS, MATERIALS FROM STATE AND LOCAL EMPLOYMENT SERVICES OFFICES, AND AN ARTICLE ON THE FEDERAL BONDING PROGRAM. THIS IS THE FIRST IN A SERIES OF THREE DOCUMENTS. (LH)
ERIC: ED115821

149 AN ANALYSIS OF THE FEDERAL BONDING PROGRAM, VOLUME 2 PROGRAM ANALYSIS, FINAL REPORT. SEP 75
CONTRACT RESEARCH CORP., BELMONT, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 222P.; FOR RELATED DOCUMENTS, SEE CE 005 644-646
DATA ANALYSIS, DEMOGRAPHY, DISADVANTAGED GROUPS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT SERVICES, EVALUATION METHODS, FEDERAL PROGRAMS, INDEMNITY BONDS, INSURANCE PROGRAMS, PARTICIPANT CHARACTERISTICS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, TABLES (DATA), EXOFFENDERS, FIDELITY BONDING

(CONT.)

149 THE FEDERAL BONDING PROGRAM, PROVIDING FIDELITY BONDING FOR INDIVIDUALS EXCLUDED FROM INSURANCE POLICY BONDING AND THUS INELIGIBLE FOR CERTAIN TYPES OF EMPLOYMENT, IS ANALYZED. THE FIRST SECTION OF THE DOCUMENT CONTAINS A BRIEF HISTORY OF THE PROGRAM, A DISCUSSION OF THE DATA ANALYSIS APPROACH, A SERIES OF 36 SUMMARY FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS. TWO BASIC CONCLUSIONS STATE (1) THE PROGRAM APPEARS TO BE ACHIEVING SIGNIFICANT RESULTS FOR SOME EX-OFFENDERS AT A RELATIVELY LOW COST, BUT THERE ARE INSUFFICIENT DATA TO DETERMINE PROGRAM IMPACT ESTIMATES; AND (2) EFFORTS TO PINPOINT WHO IS BEST SERVED, AND WHY, SHOULD BE MADE TO IMPROVE PROGRAM UTILIZATION. OPERATIONAL CHARACTERISTICS ARE PRESENTED IN DETAIL IN THE SECOND SECTION, AND INCLUDE PARTICIPANT, UTILIZATION, AND LOSS INFORMATION. DATA STATE THAT 6,655 BONDS HAVE BEEN ISSUED TO 6,401 INDIVIDUALS, PREDOMINANTLY MALE, BETWEEN JUNE 1966 AND JULY 1974. THE THIRD SECTION DEALS WITH PROGRAM RESULTS EXTENSIVELY, INCLUDING INFORMATION ON AN ILLINOIS CASE STUDY, BONDEE DATA, EMPLOYER DATA, THE INSURANCE INDUSTRY, AND BONDEE EMPLOYABILITY. FORTY-NINE EXHIBITS OF TABULATED DATA ARE INCLUDED. EIGHT APPENDIXES PRESENT ADDITIONAL INFORMATION REGARDING CONCLUSIONS, DATA, SURVEY INSTRUMENTS, PROGRAM DESCRIPTIONS, AND FEDERAL GOVERNMENT ACTIVITIES. THIS IS THE SECOND IN A SERIES OF THREE DOCUMENTS. (LH)
ERIC: ED115822

150 AN ANALYSIS OF THE IMPACT OF CETA, TITLE I, CLASSROOM TRAINING ON VOCATIONAL AND TECHNICAL EDUCATION. OCT 76
CURTIS, THOMAS D.;AND OTHERS
UNIVERSITY OF SOUTH FLORIDA, TAMPA, COLL. OF BUSINESS ADMINISTRATION. FLORIDA STATE ADVISORY COUNCIL ON VOCATIONAL AND TECHNICAL EDUCATION, TALLAHASSEE.; FLORIDA STATE DEPT. OF EDUCATION, TALLAHASSEE.
NOTES: 160P.; SEVERAL PAGES IN THE APPENDIXES MAY NOT REPRODUCE WELL DUE TO BROKEN, FAINT TYPE
COST EFFECTIVENESS, ECONOMIC FACTORS, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STUDENT CHARACTERISTICS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT TITLE I, FLORIDA
THE OBJECTIVES OF THIS STUDY WERE TO (1) DEVELOP A METHODOLOGY TO EVALUATE THE EFFECTIVENESS OF CETA, TITLE I VOCATIONAL AND TECHNICAL EDUCATION CLASSROOM TRAINING IN FLORIDA BY ASSESSING THE VAST QUALITY OF COST AND BENEFIT DATA AND THE DIFFERENT WAYS IN WHICH THESE DATA ARE CATEGORIZED, (2) USE DATA TO DERIVE BENEFIT-COST RATIOS, (3) EXAMINE THE PROBLEMS OF STATE MONEY BEING USED IN THE FORM OF SUPPORT SERVICES FOR THE CETA PROGRAM AND THE DISTRIBUTIONAL IMPACT WITH RESPECT TO STATE DEPARTMENT OF EDUCATION FUNDS WHEN FULL TIME EQUIVALENCIES ARE GENERATED BY CETA TRAINEES, AND (4) CONDUCT A FIELD TEST. THE PROJECT STAFF LIMITED ITS STUDY TO ONE AREA OF THE STATE, WHICH INCLUDED TWO PRIME SPONSOR COUNTIES AND ONE COUNTY UNDER THE SPONSORSHIP OF THE GOVERNOR (A BALANCE OF THE STATE COUNTY). DATA GATHERED FROM THE PRIME SPONSORS RELATING TO THE CETA TRAINING PROGRAMS WERE USED TO DERIVE BENEFIT-COST RATIOS. THE PRINCIPAL CONCLUSION WAS THAT WHEN MEASURED ON PURELY ECONOMIC GROUNDS THE CETA TITLE I VOCATIONAL TRAINING PROGRAMS ARE MARGINAL. THE TWO MOST IMPORTANT EXPLANATIONS OFFERED FOR THE FINDINGS WERE (1) THE PROGRAM IS DESIGNED TO TRY TO REACH THE MOST UNPREPARED, UNTRAINED CLIENTS POSSIBLE, AND (2) THE RECENT DISMAL PERFORMANCE OF THE STATES ECONOMY. ANOTHER FINDING BROUGHT OUT BY THE STUDY WAS THAT FULL-TIME EQUIVALENT (FTE) VOCATIONAL STUDENTS RECEIVING CETA FUNDING SUPPORT WERE NOT SEPARATED FOR ACCOUNTING PURPOSES FROM REGULAR NON-CETA FTES. THIS FULL REPORT OF THE STUDY INCLUDES A DETAILED DESCRIPTION OF THE PROCEDURES USED IN ARRIVING AT BENEFIT-COST CALCULATIONS FOR THE CETA PROGRAMS, AND FOUR APPENDIXES ALSO RELATING TO PROGRAM EXPENDITURES. (SH)
ERIC: ED134721

151 AN ANALYSIS OF THE LABOR MARKET FOR POLICEMEN. SEP 74
WALITZ, LOUISE BERMAN
CALIFORNIA UNIV., BERKELEY. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 298P.; PH.D. DISSERTATION, CALIFORNIA UNIV., BERKELEY
ACADEMIC ACHIEVEMENT, CITY PROBLEMS, ECONOMIC RESEARCH, EMPLOYMENT PRACTICES, EMPLOYMENT QUALIFICATIONS, EQUAL OPPORTUNITIES (JOBS), LABOR ECONOMICS, LABOR MARKET, LAW ENFORCEMENT, MANPOWER NEEDS, MINORITY GROUPS, PERSONNEL NEEDS, POLICE, RACIAL DISCRIMINATION, RECRUITMENT, SEX DISCRIMINATION, WAGES, WORK EXPERIENCE, CALIFORNIA, OAKLAND
THE PROJECT EXAMINES SHORTAGES OF POLICE MANPOWER AND ANALYZES THE ECONOMIC CONTENT OF POLICE HIRING STANDARDS. A MONOPSONY EXPLANATION OF SHORTAGES IS REJECTED IN FAVOR OF A DYNAMIC SHORTAGE MODEL AND A MORE RIGOROUS MODEL STRESSING THE INTERACTION OF WAGES, HIRING STANDARDS, AUTHORIZED EMPLOYMENT LEVELS, AND VACANCY RATES. THROUGH MULTIPLE REGRESSION TECHNIQUES, THE CHARACTERISTICS SOUGHT BY THE OAKLAND (CALIFORNIA) POLICE DEPARTMENT TESTING PROCESS BETWEEN 1965 AND 1971 ARE DEFINED. THE PROBABILITY OF SUCCESS IS GREATLY INCREASED AS YEARS OF EDUCATION INCREASE, AND IS ALSO RAISED BY PREVIOUS POLICE EXPERIENCE AND HIGH PREVIOUS WAGES. IT IS DECREASED BY MINORITY GROUP STATUS AND LOCAL RESIDENCE. RECENT CHANGES ARE REVIEWED, SUCH AS AGGRESSIVE MINORITY RECRUITING AND AFFIRMATIVE ACTION PROGRAMS, WHICH HAVE GREATLY INCREASED MINORITY REPRESENTATION ON THE FORCE. A REVIEW OF THE LITERATURE AND A BIBLIOGRAPHY ARE INCLUDED. (AUTHOR)
ERIC: ED099598 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

152 AN ANALYSIS OF THE LONG-RANGE EFFECTS OF HIGH INTENSITY TRAINING. APR 70
POZZA, PETER R.
NEW JERSEY STATE DEPT. OF LABOR AND INDUSTRY, TRENTON. MANPOWER ADMINISTRATION (DOL),

(CONT.)
152 WASHINGTON, D.C.
NOTES: 153P.
CHANGING ATTITUDES, INDUSTRY, PROGRAM EVALUATION, SHORT COURSES, SKILL DEVELOPMENT, TRAINING TECHNIQUES, TRANSFER OF TRAINING, VOCATIONAL EDUCATION, HIGH INTENSITY TRAINING, HIT
A LONG-RANGE STUDY WAS DESIGNED TO MEASURE THE EFFECTIVENESS OF A TRAINING METHODOLOGY CALLED HIGH INTENSITY TRAINING TO PREPARE WORKERS FOR HIGHER LEVEL JOBS IN LESS TIME THAN TRADITIONAL TRAINING METHODS. THE SUBJECTS OF THE STUDY ARE SIX ORGANIZATIONS, 68 TRAINEES, NINE SUPERVISORS, AND SIX MANAGEMENT PERSONNEL: THREE TO EIGHT MONTHS AFTER COMPLETION OF HIGH INTENSITY TRAINING. THE TRAINING WAS VIEWED FAVORABLE BY MANAGEMENT AND SUPERVISORS AND WAS FOUND TO HAVE A POSITIVE EFFECT ON THE ATTITUDES OF WORKERS. HOWEVER, THERE WERE SOME CRITICISMS AND SUGGESTIONS MADE FOR IMPROVING THE HIT PROCEDURE. (AUTHOR)
ERIC: ED056276 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 165 MF $0.95, HC $3.00)

153 AN ANALYSIS OF THE NEEDS OF RURAL YOUTH IN THE SOUTHEAST. FINAL REPORT. MAY 73
MILES, GUY H.;AND OTHERS
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 205P.; FOR RELATED DOCUMENT, SEE RC 008 233
ADJUSTMENT (TO ENVIRONMENT), CAUCASIANS, COMMUNITY STUDY, COMPARATIVE STATISTICS, DROPOUT PREVENTION, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, FAMILY BACKGROUND, INDIVIDUAL NEEDS, LONGITUDINAL STUDIES, MIGRATION PATTERNS, NEGROES, POST SECONDARY EDUCATION, RURAL YOUTH, SECONDARY EDUCATION, VOCATIONAL EDUCATION, YOUTH PROGRAMS, RURAL URBAN MIGRATION, SOUTHEAST
AS PART OF A SERIES AIMED AT DEVELOPING BETTER PROGRAMS FOR RURAL YOUTHS, THIS STUDY TESTED (SUMMER, 1972) HYPOTHESES ABOUT COMMUNITY, EDUCATIONAL, AND INDIVIDUAL FACTORS AFFECTING THE FUTURE ADJUSTMENT OF RURAL SOUTHEASTERN YOUTHS, WHO AS 8TH GRADERS IN 1963-64, REPRESENTED 16 RURAL COUNTIES, (NORTH AND SOUTH CAROLINA, GEORGIA, ALABAMA, AND MISSISSIPPI) REMAINED IN THE COUNTY UNTIL AGE 16, AND WERE ELIGIBLE FOR A NEIGHBORHOOD YOUTH CORPS (NYC) PROJECT, AND NOT CURRENTLY INSTITUTIONALIZED, IN THE ARMED FORCES, OR DECEASED. LONG-TERM COUNTY RESIDENTS GATHERED EXTENSIVE INFORMATION ABOUT EACH COUNTY, ITS SCHOOL SYSTEM, AND STAFF MEMBERS DURING THE 1967-68 SCHOOL YEAR. QUESTIONNAIRES MAILED TO 1,764 STUDENTS, SURVEYED THEIR EARLY HISTORY, EXPERIENCES SINCE 1967, EMPLOYMENT HISTORY, SOCIAL ADJUSTMENT, ADVANCED EDUCATION, AND MIGRATION PATTERNS: THOSE STILL IN SCHOOL WERE ASKED ABOUT THEIR SCHOOL, GENERAL COURSE OF STUDY, GRADE POINT AVERAGE, AND SCOPE OF EXTRACURRICULAR ACTIVITIES. DATA WERE ANALYZED TO DETERMINE WHETHER THE SYSTEMATIC RELATIONSHIPS HYPOTHESIZED ACTUALLY EXISTED. SOME FINDINGS WERE (1) THE DROPOUT PROBLEM WAS CRITICAL AND ITS PREVENTION SHOULD BE THE HIGHEST PRIORITY OBJECTIVE OF ANY PROGRAM FOR RURAL YOUTHS: AND (2) 27 PERCENT OF THE BLACK MALES, 24 PERCENT OF THE BLACK FEMALES, 8 PERCENT OF THE WHITE FEMALES, AND NONE OF THE WHITE MALES WERE ENROLLED IN AN NYC PROJECT. SOME COMPARISONS ARE MADE WITH THE NORTH CENTRAL STATES STUDY. (NQ)
ERIC: ED100543 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

154 AN ANALYSIS OF THE OCCUPATIONAL ADJUSTMENT OF SPANISH-SURNAME YOUTH FROM THE RURAL SOUTHWEST. VOLUME 3 OF A FOUR VOLUME FINAL REPORT. SEP 74
HENRY, WILLIAM F.;MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 140P.; FOR RELATED DOCUMENTS, SEE RC 008 227-228, AND RC 008 230
COMPARATIVE ANALYSIS, EDUCATIONAL ASSESSMENT, EMPLOYMENT OPPORTUNITIES, HYPOTHESIS TESTING, JOB MARKET, LONGITUDINAL STUDIES, MEXICAN AMERICANS, OCCUPATIONAL ASPIRATION, RURAL ENVIRONMENT, RURAL YOUTH, SOCIAL ADJUSTMENT, SURVEYS, TABLES (DATA), VOCATIONAL ADJUSTMENT, RURAL URBAN MIGRATION, SOUTHWEST
A 1972 FOLLOW-UP STUDY OF 292 SPANISH-SURNAME AND 176 ANGLO YOUTHS WHO GREW UP IN THE RURAL SOUTHWEST ANALYZED DATA (RESULTS TO BE USED TO DEVELOP FUTURE FEDERAL PROGRAMS) ON OCCUPATIONAL AND SOCIAL ADJUSTMENT. SURVEYED 7 YEARS AFTER 8TH GRADE GRADUATION, EACH SUBJECT REPRESENTED 1 OF 14 RURAL COUNTIES WITH 10 PERCENT OR MORE SPANISH-SURNAME POPULATION. AREAS SURVEYED INCLUDED THE CHANGING RURAL ENVIRONMENT, THE RURAL EDUCATION SYSTEM, EDUCATIONAL RESPONSE, RURAL TO URBAN MIGRATION, AND OCCUPATIONAL ADJUSTMENT. OVER 60 HYPOTHESES DEVELOPED FROM A PREVIOUS STUDY, PERSPECTIVES OF ADJUSTMENT RURAL CHICANO YOUTH, WERE TESTED: SOME HYPOTHESES WERE FOUND TO BE VALID, SOME INVALID: OTHERS PRODUCED NEW FACTORS. FOR EXAMPLE, THE HYPOTHESIS THAT THERE WAS A STRONGER RELATIONSHIP AMONG CHICANO YOUTH THAN AMONG ANGLO YOUTH BETWEEN FAMILY INCOME AND HIGH SCHOOL COMPLETION PROVED INVALID: THAT MORE CHICANO YOUTHS THAN COMPARABLE ANGLOS REPORT FEELINGS OF DISCRIMINATION AND DISCRIMINATORY EMPLOYMENT PRACTICES PROVED PARTIALLY VALID (FEELINGS OF DISCRIMINATION WERE VALID, BUT ALMOST NO ONE IN EITHER GROUP ATTRIBUTED EMPLOYMENT DIFFICULTIES TO DISCRIMINATION): THAT RURAL CHICANO YOUTHS WHO MIGRATE TO THE CITY OBTAIN HIGHER PAYING JOBS THAN THOSE REMAINING IN RURAL AREAS PROVED VALID, THOUGH THE URBAN JOBS WERE NOT MORE SKILLED. (JC)
ERIC: ED100540 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

155 AN ANALYSIS OF THE OPTIMAL USE OF INPUTS IN THE PRODUCTION OF MEDICAL SERVICES SPR 72
SMITH, KENNETH R.;AND OTHERS
JOURNAL OF HUMAN RESOURCES;7:2:209-225
ECONOMIC FACTORS, MANPOWER NEEDS, MANPOWER UTILIZATION, MATHEMATICAL MODELS, MEDICAL

(CONT.)
155 SERVICES, PHYSICIANS ASSISTANTS
ERIC: EJ055828

156 AN ANALYSIS OF THE ORGANIZATIONAL DEVELOPMENT OF FOUR MUSEUM ADULT EDUCATION PROGRAMS AND THEIR EFFECT UPON THE ADULT PARTICIPANTS. 67
ZERNICH, THEODORE, JR.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK.
NOTES: 152P.; ED. D. THESIS.
ADULT EDUCATION PROGRAMS, ART EDUCATION, BIBLIOGRAPHIES, DOCTORAL THESES, MUSEUMS, PARTICIPANT SATISFACTION, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, QUESTIONNAIRES, BALTIMORE MUSEUM OF ART, CARNEGIE MUSEUM OF ART, MUSEUM OF MODERN ART, PHILADELPHIA MUSEUM OF ART
THE POPULATION FOR THE STUDY CONSISTED OF THE EDUCATIONAL DIRECTORS OF THE MUSEUM OF MODERN ART, THE PHILADELPHIA MUSEUM OF ART: THE BALTIMORE MUSEUM OF ART, AND THE CARNEGIE MUSEUM OF ART, AND 259 PARTICIPANTS IN THE MUSEUM PROGRAMS FOR AMATEURS IN ART. NINE PROPOSITIONS WERE USED TO GIVE INFORMATION ON THE STRUCTURE OF THE PROGRAMS. AN ATTITUDINAL QUESTIONNAIRE WAS GIVEN AND MEASURED THROUGH THE USE OF CHI SQUARE AND THE FATTU SIGNIFICANCE OF DIFFERENCE OF PERCENTAGES SCALE. THE GENERAL FINDING IS THAT THE ADULT ART PROGRAMS HAVE TAKEN ON A SERVICE NATURE. THE PROGRAMS ARE HIGHLY ADAPTIVE TO THE INTERESTS OF THE ADULTS WHEN AN INTEREST IS EXPRESSED IN A CERTAIN AREA OF STUDY. THIS ADAPTIVE APPROACH DOES NOT SPECIFY EDUCATIONAL ENDS: INSTEAD, IT SPECIFIES AN UNDIRECTED PROGRAM THAT CAN BE CATEGORIZED AS LAISSEZ FAIRE. THIS EXTREME FLEXIBILITY ENCOURAGES A GENERAL AMBIGUITY IN THE PROGRAM. AN OVERVIEW OF POPULAR RESPONSE TO THE EDUCATION DIVISION REVEALS A RELATIVELY HIGH DEGREE OF SUPPORT. THE APPENDIX INCLUDES A BIBLIOGRAPHY AND THE QUESTIONNAIRE USED. (AUTHOR/NL)
ERIC: ED032507 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 69-9765, MF $3.00: XEROGRAPHY $7.20)

157 ANALYSIS OF THE POVERTY PROGRAM. MAR 69
KATZ, LEE
NOTES: 36P.
COMMUNITY DEVELOPMENT, COMMUNITY INVOLVEMENT, COMPENSATORY EDUCATION, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, FINANCIAL PROBLEMS, POVERTY PROGRAMS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, RURAL AREAS, YOUTH PROGRAMS, ECONOMIC OPPORTUNITY ACT OF 1964
THE FOCUS OF THIS PAPER IS ON THE PROGRAM AUTHORIZED IN THE ECONOMIC OPPORTUNITY ACT OF 1964. IT IS NOTED THAT THE INTENT OF THE LEGISLATION WAS TO DEVELOP STRATEGIES FOR CHANGE AT THE LOCAL LEVEL BY INVOLVING LOCAL POPULATIONS IN THE PLANNING AND IMPLEMENTATION OF PROGRAMS TAILORED TO MEET THEIR SOCIAL, ECONOMIC, AND EDUCATIONAL NEEDS. IN PART ONE OF THIS SEVEN-PART PAPER, THE PHILOSOPHY OF THE PROGRAM, IT IS ASSERTED THAT THE ANTI-POVERTY PROGRAM EMERGED OUT OF A GENUINE COMMITMENT TO A PHILOSOPHY OF MAN THAT IS INTEGRAL TO A DEMOCRATIC SOCIETY. PROGRAMS SUCH AS COMMUNITY ACTION, JOB CORPS, UPWARD BOUND, AND HEAD START ARE CONSIDERED TO HAVE GROWN OUT OF THE ANTI-POVERTY PROGRAM AND WERE MANIFESTATIONS OF A DEMOCRATIC VALUE SYSTEM THAT ESTEEMS THE INDIVIDUAL AND HIS POTENTIAL FOR CONTRIBUTING TO THE COMMON GOOD. THESE PROGRAMS WERE DIRECTED AT AIDING THE VICTIMS OF POVERTY TO GAIN BASIC MASTERY OF NEEDED SKILLS IN ORDER TO BECOME ECONOMICALLY SELF SUFFICIENT, ACHIEVE A SENSE OF SELF-IDENTITY, AND TO GROW IN CONSCIOUSNESS OF SOCIAL RESPONSIBILITIES. SUBSEQUENT PARTS OF THE PAPER FOCUS ON SOCIAL ORIENTATION, COMPONENTS OF THE PROGRAM, ANALYSIS OF THE METHODOLOGY USED TO IMPLEMENT THE PROGRAM, ANALYSIS OF STRENGTHS AND WEAKNESSES OF THE PROGRAM, SUGGESTIONS FOR IMPROVEMENT, AND THEORETICAL ANALYSIS OF THE PROGRAM COMPONENTS. (AUTHOR/JM)
ERIC: ED109294

158 AN ANALYSIS OF WAGE GAINS IN 1974 1975
TALBOT, J.E. JR.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 3-7.
COLLECTIVE BARGAINING, COMPENSATION, CONSTRUCTION INDUSTRY, CONTRACTS, COST OF LIVING, EARNINGS, ECONOMICS, GOVERNMENT REGULATION, INFLATION, JOB SECURITY, LABOR FORCE, PRICE INDEX, PRODUCTIVITY, UNEMPLOYMENT
EXAMINATION OF THE DATA OF 1974 ON WAGE INCREASES, PARTICULARLY IN COLLECTIVE BARGAINING SECTOR, TAKEN TOGETHER WITH INCREASE IN CONSUMER PRICE INDEX, REVEALS DROP IN REAL WAGES.
MGMT: UML7500003

159 ANALYSIS OF WIN PROGRAM AUTOMATED TERMINATION DATA. NOV 70
ANALYTIC SYSTEMS, INC., VIENNA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 138P.
DATA PROCESSING, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, JOB TRAINING, LABOR ECONOMICS, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, STATISTICAL ANALYSIS, STATISTICAL DATA, WIN, WORK INCENTIVE PROGRAM
THIS REPORT CONTAINS AN ANALYSIS OF THE WORK INCENTIVE PROGRAM (WIN) TERMINATION DATA COLLECTED AND MAINTAINED BY THE DEPARTMENT OF LABOR, SPECIFICALLY THE OFFICE OF MANPOWER MANAGEMENT DATA SYSTEMS (OMMDS). WIN PROJECTS ENROLLED THEIR FIRST CLIENTS IN OCTOBER 1968, NEARLY 6,000 PEOPLE. BY THE END OF MARCH 1970, THERE WERE APPROXIMATELY 150,000 ENROLLMENTS AND 60,000 TERMINATIONS. EACH ENROLLMENT AND TERMINATION REQUIRES THE PREPARATION OF AN INDIVIDUAL FORM WHICH OMMDS MAINTAINS IN A COMPUTERIZED FILE FOR A VARIETY OF PURPOSES. THIS REPORT IS AN ANALYSIS OF THE ABOVE DATA AND AN ASSESSMENT OF ITS ACCURACY AND OVERALL UTILITY. MAJOR SECTIONS OF THIS REPORT COVER (1) FINDINGS AND RECOMMENDATIONS, (2) A REVIEW OF THE WIN PROGRAM AND REPORTING SYSTEMS, (3) THE STUDY

(CONT.)

159 DATA BASE, (4) AN ANALYSIS OF PARTICIPATION IN THE PROGRAM, (5) AN ANALYSIS OF BIOGRAPHIC CHARACTERISTICS, AND (6) AN APPENDIX, WHICH INCLUDES NUMEROUS STATISTICAL TABLES. BASED ON THE FINDINGS, RECOMMENDATIONS INCLUDED (1) DATA REPORTING AND PROCESSING PROCEDURES SHOULD BE IMPROVED, AND (2) SEVERAL ON-SITE REVIEWS SHOULD BE MADE, PARTICULARLY TO DETERMINE THE IMPACT OF WIN ON PARTICIPANTS UNDER AGE 22 AND TO IMPROVE THEIR PLACEMENT LEVEL. (AUTHOR/JS
AIM/ARM: VT013394 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VA. 22151 (PB 197 260, MF $0.95, SEE CATALOG FOR HARD COPY PRICE)

160 ANALYSIS OF WORK RELEASE FOR FELONS IN MINNESOTA. FEB 69
VINNES, HAROLD B., AND OTHERS
MINNESOTA STATE DEPT. OF CORRECTIONS, ST. PAUL. DIV. OF RESEARCH AND PLANNING.
NOTES: 24P.
CORRECTIONAL REHABILITATION, PRISONERS, WORK EXPERIENCE PROGRAMS, PROGRAM EVALUATION, PROBATIONARY PERIOD, STATE PROGRAMS, EMPLOYMENT OPPORTUNITIES
SINCE 1967, FELONS IN MINNESOTA HAVE BEEN PERMITTED TO WORK AT GAINFUL EMPLOYMENT IN THE COMMUNITY WHILE SERVING THEIR SENTENCES. UNLIKE THE PAROLED FELON, THE PARTICIPANT IN THIS PROGRAM MUST SPEND HIS NONWORKING HOURS IN A LOCAL CORRECTIONAL INSTITUTION. DATA ANALYZES PROGRAM ACTIVITY FROM ITS INCEPTION IN OCTOBER 1967 AND CONTINUING THROUGH DECEMBER 1968, INCLUDING PARTICIPANTS BACKGROUND, SKILL LEVEL AND INCOME IN THE PROGRAM, AND DISPOSITION AFTER LEAVING THE PROGRAM. THE PROGRAM APPEARS TO BE A GOOD ALTERNATIVE TO PAROLE, ALTHOUGH THE REPORT WARNS AGAINST DRAWING FIRM CONCLUSIONS UNTIL MORE EXPERIENCE HAS BEEN GAINED. (BH)
AIM/ARM: VT010073

161 AN ANALYSIS OF YOUTH FORCE PARTICIPATION, SCHOOL ACTIVITY, AND EMPLOYMENT DATES. FEB 73
LERMAN, ROBERT IRVING
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 285P.; PH.D. DISSERTATION: MASSACHUSETTS INST. OF TECHNOLOGY
DISADVANTAGED YOUTH, EMPLOYMENT OPPORTUNITIES, INDIVIDUAL CHARACTERISTICS, MULTIPLE REGRESSION ANALYSIS, RACIAL FACTORS, SOCIOECONOMIC INFLUENCES, STUDENT PARTICIPATION, YOUTH EMPLOYMENT
THIS STUDY EXAMINES THE DETERMINANTS OF YOUTH LABOR FORCE PARTICIPATION, SCHOOL ACTIVITY, AND EMPLOYMENT RATES. NEARLY ALL THE DATA CAME FROM THE MARCH 1967 CURRENT POPULATION SURVEY, BOTH FROM SURVEY RESULTS AND FROM THE INDIVIDUAL DATA RECORDS COLLECTED IN THE SURVEY. AFTER RECORDS WERE OBTAINED FOR 104,000 INDIVIDUALS, OF WHOM 14,000 WERE BETWEEN 16 AND 21 YEARS OF AGE, LEAST SQUARES REGRESSIONS WERE USED, MAINLY WITH DUMMY VARIABLES, TO DETERMINE THE DEGREE OF CORRELATION BETWEEN THE VARIABLES. THE RESULTS SHOW THAT HIGH UNEMPLOYMENT RATES AND LOW WAGES ENCOURAGE HIGH LEVELS OF SCHOOL ACTIVITY. POVERTY TRACT RESIDENCE REDUCES SCHOOL ACTIVITY DIRECTLY WHILE THE NEGATIVE INFLUENCE OF RACE OCCURS ONLY AFTER ACCOUNTING FOR LABOR FORCE STATUS. YOUTH EMPLOYMENT RATES ARE NOT SIGNIFICANTLY AFFECTED BY FAMILY INCOME OR AGE DIFFERENCES WITHIN THE 16-21 GROUP, ALTHOUGH RACE CONTINUES TO BE A MAJOR FACTOR IN EMPLOYMENT OPPORTUNITY EVEN AFTER ADJUSTING FOR INDIVIDUAL AND AREA VARIABLES. (BH)
ERIC: ED051363 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 190 463, MF $0.95; SEE CATALOG FOR HARD COPY PRE)

162 AN ANALYSIS OF YOUTH LABOR FORCE PARTICIPATION, SCHOOL ACTIVITY, AND EMPLOYMENT RATES FEB 70
LERMAN, ROBERT IRVING
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. DEPT. OF ECONOMICS.
NOTES: 279P
ADOLESCENTS, EMPLOYMENT, LABOR, URBAN AREAS, YOUTH LABOR FORCE, STANDARD METROPOLITAN STATISTICAL AREAS, ETHNIC GROUPS, UNEMPLOYMENT
THE STUDY EXAMINES THE DETERMINANTS OF YOUTH LABOR FORCE PARTICIPATION, SCHOOL ACTIVITY, AND EMPLOYMENT RATES. A SPECIAL DATA SOURCE WHICH COMBINES INDIVIDUAL FAMILY AND AREA INFORMATION HAS ALLOWED FOR NEW TESTS OF A NUMBER OF HYPOTHESES. THE TESTS WERE MULTIPLE REGRESSIONS PERFORMED WITH INDIVIDUALS AS THE UNIT OF OBSERVATION. (AUTHOR)
NTIS: PB-190 463 CFSTI PRICES HC$6.00 MF$0.95

163 AND NOW FOR THE IRANIAN TWO-STEP 1975
SCHAEFFER, D.
VISION, NO.56/57, JULY/AUGUST 1975, P. 30-35.
ECONOMIC DEVELOPMENT, ECONOMIC PLANNING, ECONOMICS, IRAN, LABOR FORCE, MANAGEMENT, TRANSPORTATION
PROBLEMS WITH PLANNING, A SHORTAGE OF SKILLED LABOR, TRANSPORTATION NEEDS, AND DEFINITE TIME LIMITS ARE AMONG THE DIFFICULTIES PLAGUING IRANS ATTEMPTS AT DEVELOPMENT.
MGMT: VIS75G0030

164 ANDROGYNOUS MANAGEMENT: KEY TO SOCIAL RESPONSIBILITY 1977
COOK, S.M.; MENDLESON, J.L.
SA M ADVANCED MANAGEMENT JOURNAL, VOL.42, NO.1, WINTER 1977, P. 25-35.
AFFIRMATIVE ACTION, BUSINESS ETHICS, CORPORATE RESPONSIBILITY, EEO, ENVIRONMENTAL PROTECTION, EXECUTIVE, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT STYLE, WOMEN
ANDROGYNOUS MANAGEMENT COMBINES MASCULINE AND FEMININE VALUE SYSTEMS IN THE SERVICE OF BUSINESS ENTERPRISE. THOUGH MALE AND FEMALE EXECUTIVES DEMONSTRATE MANY COMMON

(CONT.)
164 CHARACTERISTICS, THE MODAL TYPES DO EXHIBIT DIFFERENT DISPOSITIONS TOWARD POWER AND HUMAN RELATIONS. THE INCLUSION OF WOMEN IN TOP MANAGEMENT COULD BE A WAY OF RESPONDING CREATIVELY TO NEW SOCIAL DEMANDS ON BUSINESS ETHICS AND PRACTICES.
MGMT: SAM77M0025

165 ANIMAL HEALTH TECHNICIANS A SURVEY OF PROGRAM GRADUATES AND OF VETERINARIANS. MAR 77
BARSALEAU, RICHARD S.;WALTERS, HENRY R.
COSUMNES RIVER COLL., SACRAMENTO, CALIF.
NOTES: 16P.
COMMUNITY COLLEGES, CURRICULUM DESIGN, EMPLOYER ATTITUDES, EMPLOYMENT PATTERNS, GRADUATE SURVEYS, INSTITUTIONAL RESEARCH, JOB SKILLS, JUNIOR COLLEGES, PARAPROFESSIONAL PERSONNEL, PROGRAM EVALUATION, SALARIES, SURVEYS, VETERINARY ASSISTANTS, VOCATIONAL FOLLOWUP, ANIMAL HEALTH TECHNICIANS, VETERINARIANS
THIS DOCUMENT COMPILES THE REPORTS OF TWO SURVEYS CONDUCTED BY COSUMNES RIVER COLLEGE TO DETERMINE THE STATUS OF GRADUATES OF ITS ANIMAL HEALTH TECHNICIAN PROGRAM, AND TO ASSESS THE ACCEPTANCE AND USE OF SUCH PARAPROFESSIONALS BY AREA VETERINARIANS. INFORMATION CONCERNING TYPE OF EMPLOYMENT, STATE CERTIFICATION, SALARIES, TYPES OF DUTIES, LENGTH OF EMPLOYMENT, FUTURE PLANS, AND INTEREST IN CONTINUING EDUCATION WAS OBTAINED FROM 47 OF THE 68 GRADUATES OF THE PROGRAM SINCE ITS INCEPTION IN 1972. EMPLOYMENT AS AN ANIMAL HEALTH TECHNICIAN (AHT) WAS REPORTED BY 33 RESPONDENTS, PRIMARILY IN SMALL ANIMAL CARE FACILITIES: 14 RESPONDENTS REPORTED EMPLOYMENT IN RELATED FIELDS. DUTIES OF THE AHTS WERE CONCENTRATED IN THE AREAS OF SURGERY AND LABORATORY: ONLY THREE RESPONDENTS REPORTED 50% OR MORE TIME SPENT IN FRONT-OFFICE DUTIES. AREA VETERINARIANS WERE SURVEYED CONCERNING TYPE OF PRACTICE, TRAINING OF CURRENTLY EMPLOYED PARAPROFESSIONALS, OPINIONS CONCERNING APPROPRIATE STARTING SALARIES FOR CERTIFICATED AHTS, INTEREST IN REFRESHER SKILLS COURSES FOR EMPLOYEES, CURRICULUM PREFERENCES FOR AHT TRAINING, PREFERRED AREAS OF VETERINARY OFFICE PRACTICE ACTIVITY, AND JOB SKILLS CURRENTLY BEING PERFORMED BY AHTS. OVER HALF OF THE 71 RESPONDING VETERINARIANS HAD TRAINED THEIR OWN PARAPROFESSIONALS, BUT MOST WERE ENTHUSIASTIC ABOUT THE COSUMNES PROGRAM. OPEN-ENDED COMMENTS OF THE RESPONDENTS ARE INCLUDED IN EACH REPORT. (JDS)
ERIC: ED136891

166 AN ANNOTATED BIBLIOGRAPHY PUBLIC EMPLOYMENT AND THE DISADVANTAGED, REFERENCE FILE NO. 4. JAN 70
NATIONAL CIVIL SERVICE LEAGUE, WASHINGTON, D.C. DEPARTMENT OF LABOR, WASHINGTON, D.C.: OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 50P.
ANNOTATED BIBLIOGRAPHIES, CAREER PLANNING, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION
THIS BIBLIOGRAPHY LISTS MATERIALS WHICH DEAL WITH THE ROLE OF THE DISADVANTAGED IN PUBLIC SERVICE. IT FOCUSES ONLY ON MATERIALS GENERALLY AVAILABLE TO THE AVERAGE RESEARCHER, AND IS DESIGNED TO BE OF PARTICULAR USE TO THOSE WHOSE RESPONSIBILITY IS TO HIRE THE DISADVANTAGED. INCLUDED IN THE BIBLIOGRAPHY IS WHATEVER WRITTEN MATERIAL IS GENERALLY AVAILABLE ON THE SELECTION, TESTING, TRAINING, AND EMPLOYMENT ON ALL LEVELS OF THE PUBLIC SERVICE OF DISADVANTAGED PERSONS. THE MATERIALS HAVE BEEN ANNOTATED, EVALUATED, AND GROUPED WITH A VIEW TO WHAT IS AVAILABLE: ONLY A FEW ATTEMPTS HAVE BEEN MADE TO POINT OUT GAPS IN THE FIELD. THE SOURCES ARE GROUPED AS FOLLOWS (1) FEDERAL SOURCES AND COMMENTARIES ON FEDERAL PROGRAMS: (2) GENERAL ISSUES SUCH AS SOCIAL PROBLEMS AND MANPOWER: (3) PERSONNEL PRACTICES SUCH AS FAIR EMPLOYMENT: AND (4) SPECIFIC PROGRAMS. (AUTHOR/JW)
ERIC: ED042866 NATIONAL CIVIL SERVICE LEAGUE, 1028 CONN. AVE., N.W., WASHINGTON, D.C. 20036 (NO CHARGE FOR SINGLE COPY)

167 AN ANNOTATED BIBLIOGRAPHY FOR OCCUPATIONAL SURVEYS. 69
MADDOX, MARION E.
ARKANSAS STATE DEPT. OF EDUCATION, LITTLE ROCK. DIV. OF VOCATIONAL EDUCATION.; ARKANSAS UNIV., FAYETTEVILLE. DEPT. OF VOCATIONAL EDUCATION.; ARKANSAS VOCATIONAL EDUCATION RESEARCH COORDINATING UNIT, FAYETTEVILLE.
NOTES: 23P.
ANNOTATED BIBLIOGRAPHIES, EDUCATIONAL NEEDS, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, RESEARCH COORDINATING UNITS, RESOURCE MATERIALS, TRAINING, VOCATIONAL EDUCATION, ARKANSAS
THIS ANNOTATED BIBLIOGRAPHY PRESENTS OVER 90 PERIODICAL ARTICLES, COMMERCIAL PUBLICATIONS, AND GOVERNMENT PUBLICATIONS, RANGING IN DATE FROM 1928 TO 1969, AND IS CONCERNED WITH PLANNING, ORGANIZING AND CONDUCTING OCCUPATIONAL SURVEYS TO DETERMINE TRAINING AND MANPOWER NEEDS. TEACHER EDUCATORS, STATE VOCATIONAL STAFFS, EMPLOYMENT SECURITY PERSONNEL, AND LOCAL OCCUPATIONAL TEACHERS AND COUNSELORS SHOULD FIND THIS DOCUMENT USEFUL IN THEIR VARIOUS POSITIONS. LISTINGS ARE ARRANGED ALPHABETICALLY BY AUTHOR AND DETAILS OTHER DOCUMENT INFORMATION INCLUDING THE TITLE, DATE, PAGE LISTING, AND THE CONTENT BY MEANS OF THE ANNOTATION. (JS)
ERIC: ED043753

168 AN ANNOTATED BIBLIOGRAPHY OF INSTRUCTIONAL MATERIALS WHICH EMPHASIZE WORK ETHICS. JUN 75
CURRY, CHARLES
VIRGINIA POLYTECHNIC INST. AND STATE UNIV., BLACKSBURG. DEPT. OF AGRICULTURAL EDUCATION. VIRGINIA STATE DEPT. OF EDUCATION, RICHMOND. DIV. OF VOCATIONAL EDUCATION.; OFFICE OF

(CONT.)

168 EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 122P.: RELATED DOCUMENT VT 102 365 IN THIS ISSUE.
ANNOTATED BIBLIOGRAPHIES, WORK ATTITUDES, MEDIA SELECTION, INSTRUCTIONAL MATERIALS, ETHICAL VALUES
ANNOTATED BIBLIOGRAPHY ISSUED AS THE RESULT OF A MEDIA SELECTION SURVEY, VT 102 365 IN THIS ISSUE. THE PROJECT WAS DESIGNED TO COMPILE, EVALUATE, AND ORGANIZE TITLES AND SOURCES OF INSTRUCTIONAL MATERIALS DEALING WITH SUBJECTS RELATED TO POSITIVE WORK ATTITUDES. SUBJECT MATERIAL INCLUDES PRIDE IN GOOD WORKMANSHIP, GETTING AND HOLDING A JOB, ETHICAL CONDUCT, REASONS FOR WORKING, REALISTIC SELF-IMAGE, JOB SATISFACTION, OCCUPATIONAL CHOICE, AND CAREER ADVANCEMENT. TYPES OF MATERIAL AVAILABLE ARE BOOKS, FILMS, SLIDES AND FILM STRIPS, AND RECORDS. THE INTENDED AUDIENCE RANGE INCLUDES PRE-K THROUGH ADULTS, HANDICAPPED AND NONHANDICAPPED, DISADVANTAGED, TEACHERS, TEACHER EDUCATORS, GUIDANCE PERSONNEL, ADMINISTRATORS, AND STATE PERSONNEL. (KJ)
AIM/ARM: VT102366

169 ANNOTATED BIBLIOGRAPHY OF PUBLICATIONS AND REPORTS RESULTING FROM SOUTHERN REGIONAL COOPERATIVE RESEARCH PROJECT S-44 FACTORS IN THE ADJUSTMENT OF FAMILIES AND INDIVIDUALS IN LOW-INCOME RURAL AREAS OF THE SOUTH. MAR 66
MORGAN, CAROLYN A.;BOYD, VIRLYN A.
CLEMSON UNIV., S.C. DEPT. OF AGRICULTURAL ECONOMICS AND RURAL SOCIOLOGY.; SOUTH CAROLINA AGRICULTURAL EXPERIMENT STATION, CLEMSON. ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 34P.
ADJUSTMENT PROBLEMS, ANNOTATED BIBLIOGRAPHIES, ECONOMICALLY DISADVANTAGED, EMPLOYMENT EXPERIENCE, OCCUPATIONAL ASPIRATION, OCCUPATIONAL MOBILITY, PUBLICATIONS, RESEARCH PROJECTS, RURAL AREAS, VOCATIONAL ADJUSTMENT
PUBLICATIONS AND REPORTS RELATED TO FACTORS IN ADJUSTMENT OF FAMILIES AND INDIVIDUALS IN LOW INCOME RURAL AREAS OF THE SOUTH ARE REPORTED IN THIS ANNOTATED BIBLIOGRAPHY OF RESEARCH FINDINGS FOR 1960 THROUGH 1965. THE 83 PUBLICATIONS REPORTED RESULTED FROM THE SOUTHERN REGIONAL COOPERATIVE RESEARCH PROJECT S-44. TOPICS RELATED TO VOCATIONAL EDUCATION INCLUDE JOB MOBILITY AND ASPIRATION, OCCUPATIONAL ADJUSTMENT, AND OCCUPATIONAL EXPERIENCES. (DM)
ERIC: ED023875

170 AN ANNOTATED BIBLIOGRAPHY ON RURAL MEDICAL CARE. 72
HEALD, KAREN A.;COOPER, JAMES K.
RAND CORP., SANTA MONICA, CALIF. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. DIV. OF HEALTH EVALUATION.
CONTRACT NO. 39
MANPOWER NEEDS, RURAL AREAS, PHYSICIANS, MEDICAL SERVICES, HEALTH SERVICES, ANNOTATED BIBLIOGRAPHIES, HEALTH PERSONNEL, LABOR SUPPLY
THIS BIBLIOGRAPHY LISTS AND ANNOTATES BOOKS AND ARTICLES PUBLISHED SINCE 1960, WHICH ARE CONCERNED WITH THE PROBLEMS OF RURAL HEALTH CARE AND MANPOWER. THE BIBLIOGRAPHY IS DIVIDED INTO THREE SECTIONS CONTAINING (1) A SUBJECT LISTING OF THE BOOKS AND ARTICLES, INCLUDING SUCH AREAS AS MANPOWER SUPPLY AND DISTRIBUTION, NEED AND DEMAND FOR HEALTH SERVICES, FACTORS AFFECTING PHYSICIAN PLACEMENT, EXPERIENCE OF PROGRAMS TO ATTRACT PHYSICIANS, AND ALTERNATIVE APPROACHES TO THE RURAL PHYSICIAN SHORTAGE, (2) AN ALPHABETICAL LISTING OF THE REFERENCES ACCORDING TO THE AUTHORS NAME AND INCLUDING THE TITLE, PUBLICATION INFORMATION, AND ANNOTATION, AND (3) A TABLE SUMMARIZING SELECTED FACTORS AFFECTING PHYSICIAN LOCATION AND FACTORS RELATED TO RURAL LIVING. (SB)
AIM/ARM: VT020312 THE RAND CORP., PUBLICATIONS DEPT., 1700 MAIN STREET, SANTA MONICA, CA. 90406 (CATALOG NO. R-966-HEW, $2.00)

171 AN ANNOTATED BIBLIOGRAPHY ON THE DESIGN OF INSTRUCTIONAL SYSTEMS. MAY67
SMITH, ROBERT G., JR.
GEORGE WASHINGTON UNIV., ALEXANDRIA, VA. HUMAN RESOURCES RESEARCH OFFICE.
ANNOTATED BIBLIOGRAPHIES, COMPUTER ORIENTED PROGRAMS, EDUCATIONAL TELEVISION, FILMS, INSTRUCTIONAL DESIGN, INSTRUCTIONAL TECHNOLOGY, JOB SKILLS, LEARNING PROCESSES, MILITARY SCIENCE, OPERATIONS RESEARCH, PROGRAMED INSTRUCTION, STUDENT MOTIVATION, SYSTEMS ANALYSIS, SYSTEMS CONCEPTS, TASK PERFORMANCE, TEACHING PROCEDURES, TRAINING TECHNIQUES, ALEXANDRIA
THIS BIBLIOGRAPHY OF 449 ANNOTATED ENTRIES SUPPLEMENTS AN EARLIER HUMAN RESOURCES RESEARCH OFFICE REPORT, THE DESIGN OF INSTRUCTIONAL SYSTEMS (TECHNICAL REPORT 66-18, NOVEMBER, 1966). IT SERVES AS A GUIDE TO MANY OF THE STUDIES CONDUCTED ON THE DEVELOPMENT OF TRAINING METHODS AND TOTAL INSTRUCTIONAL SYSTEMS. AN INSTRUCTIONAL SYSTEM INCLUDES MEDIA, EQUIPMENT, PERSONNEL, AND METHODS INTEGRATED TO PERFORM FUNCTIONS REQUIRED FOR ACHIEVING ONE OR MORE TRAINING OBJECTIVES. REFERENCES USED DATE FROM 1950 TO 1965, AND ARE DIVIDED AMONG SEVEN MAJOR HEADINGS--(1) SYSTEMS--GENERAL, (2) TRAINING SYSTEMS, (3) PRESENTATION OF KNOWLEDGE, (4) PRACTICE OF KNOWLEDGE, (5) PRACTICE OF PERFORMANCE, (6) MANAGEMENT OF STUDENTS, AND (7) ADDITIONAL MATERIAL. A KEY-WORD-IN-CONTEXT (KWIC) INDEX AND AN AUTHOR INDEX ARE PROVIDED. THIS DOCUMENT IS AVAILABLE AS AD 653 129 FROM CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, CAMERON STATION, SPRINGFIELD, VIRGINIA 22314, FOR $3.00 HC, $0.65 MF. (HM)
ERIC: ED014136

172 ANNOTATED BIBLIOGRAPHY ON THE EVALUATION OF EDUCATIONAL PROGRAMS. NOV 68
EIDELL, TERRY L., COMP.;KLEBE, JOHN A., COMP.
OREGON UNIV., EUGENE. ERIC CLEARINGHOUSE ON EDUCATIONAL ADMINISTRATION. OFFICE OF

(CONT.)
172 EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
CONTRACT NO. OEC-0-9-080353-3514(010)
NOTES: 19P.
ANNOTATED BIBLIOGRAPHIES, COST EFFECTIVENESS, COURSE EVALUATION, CURRICULUM EVALUATION, EDUCATIONAL CHANGE, EDUCATIONAL PLANNING, EDUCATIONAL PROGRAMS, EDUCATIONAL QUALITY, EVALUATION METHODS, FEDERAL PROGRAMS, PROGRAM EVALUATION, PUBLIC SCHOOL SYSTEMS, STATE AID, SYSTEMS APPROACH, TEACHER EVALUATION, VOCATIONAL EDUCATION
SIXTY-FOUR BOOKS PAMPHLETS, PAPERS, AND JOURNAL ARTICLES PUBLISHED, FOR THE MOST PART, BETWEEN 1964 AND 1968 ARE LISTED IN THIS ANNOTATED BIBLIOGRAPHY ON THE EVALUATION OF EDUCATIONAL PROGRAMS ON THE ELEMENTARY, SECONDARY, AND HIGHER EDUCATION LEVELS. TOPICS COVERED INCLUDE THE EVALUATION OF SCHOOL SUBJECT PROGRAMS, VOCATIONAL PROGRAMS, STATE AID PROGRAMS, CURRICULUM, EDUCATIONAL PLANNING, FEDERAL PROGRAMS, TEACHING QUALITY, EDUCATIONAL CHANGE, AND EDUCATIONAL OUTCOMES AND QUALITY. SOME ENTRIES PERTAIN TO THE DEVELOPMENT AND USE OF MATHEMATICAL MODELS AND COST-BENEFIT ANALYSIS FOR EVALUATIVE PURPOSES. EMPHASIS IS ON THE METHODS, PROCEDURES, MODELS, AND EXEMPLARS OF EDUCATIONAL PROGRAM EVALUATION. (TT)
ERIC: ED025857

173 ANNUAL EARNINGS OF HOUSEHOLD HEADS IN PRODUCTION JOBS, 1973. SUMMARY SPECIAL LABOR FORCE REPORT. MAR 75
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 12P.
BLUE COLLAR OCCUPATIONS, CLERICAL OCCUPATIONS, LABOR FORCE, NATIONAL SURVEYS, SALES OCCUPATIONS, SERVICE OCCUPATIONS, STATISTICAL DATA, WAGES, WORKING WOMEN
THE STATISTICS ARE BASED ON A HOUSEHOLD SURVEY, COLLECTED ANNUALLY, AND ARE RELATED TO ONE YEARS EARNINGS EXPERIENCE OF FAMILY HEADS AND UNRELATED INDIVIDUALS. DATA SHOW THAT AFTER-TAX EARNINGS FOR THE 30 MILLION PERSONS SURVEYED ROSE IN 1973 BY 5.6 PERCENT BUT FELL 0.4 PERCENT AFTER ADJUSTMENT FOR CONSUMER PRICE INCREASES (REAL AFTER-TAX EARNINGS). VARIATIONS DEPENDED ON SEX AND TYPE OF FAMILY HEAD. REAL AFTER-TAX EARNINGS FOR HUSBANDS HEADING FOUR-PERSON FAMILIES ROSE 1.6 PERCENT, BUT FOR WOMEN WHO HEADED FAMILIES REAL AFTER-TAX EARNINGS DROPPED NEARLY 4 PERCENT. TABLES DISPLAY (1) GROSS MEDIAN EARNINGS, 1963, 1972 AND 1973, (2) AFTER-TAX MEDIAN EARNINGS, 1963, 1972, AND 1973, (3) REAL AFTER-TAX MEDIAN EARNINGS, 1963, 1972, AND 1973, (4) GROSS MEDIAN EARNINGS, 1963-1973, (5) AFTER-TAX MEDIAN EARNINGS, 1963-1973, AND (6) REAL AFTER-TAX MEDIAN EARNINGS, 1963-1973 (1967 DOLLARS). ALL TABLES REFER TO HOUSEHOLD HEADS WHO ARE NONSUPERVISORY PRODUCTION WORKERS (CLERICAL, SALES, BLUE-COLLAR, AND SERVICE EXCLUDING PRIVATE HOUSEHOLD WORK) AND TO FAMILY TYPE AND SIZE. (MDW)
ERIC: ED109301

174 ANNUAL ENROLLMENT REPORT STUDENT ENROLLMENT AND FULL-TIME EQUIVALENTS, 1975-76. VOLUME II. 76
NORTH CAROLINA STATE DEPT. OF COMMUNITY COLLEGES, RALEIGH.
NOTES: 83P.
COLLEGE MAJORS, COMMUNITY COLLEGES, ENROLLMENT, ENROLLMENT TRENDS, EXTENSION EDUCATION, FEMALES, GENERAL EDUCATION, JUNIOR COLLEGES, MALES, RACIAL COMPOSITION, STATISTICAL DATA, TABLES (DATA), TECHNICAL EDUCATION, TECHNICAL INSTITUTES, TRANSFER STUDENTS, VOCATIONAL EDUCATION, NORTH CAROLINA
THIS DOCUMENT CONTAINS ENROLLMENT DATA FOR THE 40 TECHNICAL INSTITUTES AND 17 COMMUNITY COLLEGES IN THE NORTH CAROLINA COMMUNITY COLLEGE SYSTEM FOR THE 1975-76 SCHOOL YEAR, WITH COMPARATIVE DATA FOR THE 1974-75 AND 1973-74 SCHOOL YEARS. THE DATA ARE PRESENTED IN EXTENSIVE TABLES AND GRAPHS WHICH COMPRISE THE BULK OF THE DOCUMENT. UNDUPLICATED HEADCOUNT ENROLLMENT AND AVERAGE ANNUAL FULL-TIME EQUIVALENT ENROLLMENT, BY INSTITUTION, ARE BROKEN DOWN BY PROGRAM AREA: COLLEGE TRANSFER, GENERAL, TECHNICAL, AND VOCATIONAL PROGRAMS; ACADEMIC, RECREATIONAL, AND OCCUPATIONAL EXTENSION PROGRAMS; LEARNING LABORATORY, ADULT BASIC EDUCATION, COMPREHENSIVE EMPLOYMENT TRAINING ACT, AND NEW AND EXPANDING INDUSTRY PROGRAMS. THE DATA ARE FURTHER DIVIDED WITHIN INSTITUTION BY QUARTER. AGGREGATE ANNUAL UNDUPLICATED HEADCOUNT ENROLLMENT DATA ARE PRESENTED BY CURRICULUM SPECIALIZATION WITHIN EACH MAJOR PROGRAM AREA. STUDENT ENROLLMENT BY SEX AND RACE IS PRESENTED BY INSTITUTION, AND IN AGGREGATE PERCENTAGES BY TYPE OF PROGRAM. SEVERAL TABLES DETAIL THE GEOGRAPHIC ORIGIN OF STUDENTS BY INSTITUTION, AND BY HOME COUNTY AND CURRICULUM AREA. A BRIEF INTRODUCTION PROVIDES DEFINITIONS OF TERMS. (JDS)
ERIC: ED136842

175 ANNUAL ESTIMATED REPLACEMENT FARMER OPPORTUNITIES IN NEBRASKA. MAR 67
GENEREUX, DOUGLAS G.
NOTES: 14P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, FARMERS, FARM OCCUPATIONS, MALES, RURAL YOUTH, LINCOLN
AN ESTIMATE OF ANNUAL FARMER REPLACEMENT NEEDS IN THE 93 COUNTIES OF NEBRASKA WAS COMPUTED BY A FORMULA DEVELOPED BY CLARENCE BUNCY AT IOWA STATE UNIVERSITY AND APPLIED TO CENSUS DATA. THE FORMULA WAS USED TO DETERMINE THE NUMBER OF FARMER RETIREMENTS, OR FARMERS LEAVING FARMING, AND FARM CONSOLIDATION RATES. ACCORDING TO THE ESTIMATES, 951 FARMING OPPORTUNITIES WOULD BE AVAILABLE ANNUALLY TO 34.9 PERCENT OF THE ESTIMATED 2,725 17-YEAR-OLD RURAL MALES IN NEBRASKA IN 1969. FARMING OPPORTUNITIES ESTIMATES RANGED FROM 31.4 PERCENT IN KNOX COUNTY TO 18.0 PERCENT IN DOUGLAS COUNTY WITH AN AVERAGE OF 10.2 OPPORTUNITIES FOR EACH OF THE COUNTIES. THE GREATEST NEED FOR REPLACEMENTS EXISTED IN THE EASTERN AND CENTRAL SECTIONS OF THE STATE. (JM)
AIM/ARM: VT001744

176 ANNUAL SUMMARY, TRAINING AND TECHNOLOGY EXPERIMENTATION, DEMONSTRATION, AND UTILIZATION PROGRAM ACTIVITIES (JANUARY 1-DECEMBER 31, 1971). JAN 72
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN.; TENNESSEE UNIV., KNOXVILLE.; UNION CARBIDE CORP., OAK RIDGE, TENN. NUCLEAR DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 55P.
ADULT VOCATIONAL EDUCATION, ANNUAL REPORTS, CULTURALLY DISADVANTAGED, DEMONSTRATION PROGRAMS, DEMONSTRATION PROJECTS, EDUCATIONAL EXPERIMENTS, FEDERAL PROGRAMS, INTERAGENCY COOPERATION, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, RESEARCH PROJECTS, RESEARCH UTILIZATION, UNEMPLOYED, TAT, TRAINING AND TECHNOLOGY
DIRECTED PRIMARILY TOWARD INCREASING UTILIZATION OF INDUSTRIAL RESOURCES FOR TRAINING AND DEVELOPMENT OF DISADVANTAGED PERSONS, TRAINING AND TECHNOLOGY (TAT) ACTIVITIES FOR 1971 INCLUDED (1) DEVELOPMENT AND IMPLEMENTATION OF EXPERIMENTAL APPROACHES TO PROGRAM DEVELOPMENT AND OPERATION, (2) TECHNICAL SUPPORT FOR UNIVERSITY-CONDUCTED RELATED RESEARCH, (3) ASSISTANCE TO INDUSTRY IN UTILIZATION OF TAT FINDINGS AND CONCEPTS, (4) WORK WITH GOVERNMENT CONTRACTORS TO DEVELOP EMPLOYEE TRAINING PROGRAMS, AND (5) ANALYSIS, ASSESSMENT, AND DOCUMENTATION OF ACCOMPLISHMENTS AND DISSEMINATION OF THIS INFORMATION TO CONCERNED MANPOWER DEVELOPMENT ORGANIZATIONS. SECOND PRIORITY PROJECTS ARE CONCERNED WITH INNOVATIVE APPROACHES TO REGIONAL MANPOWER DEVELOPMENT, TRAINING FOR MANPOWER PERSONNEL, AND ASSISTANCE IN APPLICATION OF INDUSTRIAL MANPOWER DEVELOPMENT CONCEPTS. (AUTHOR/BH)
ERIC: ED062525

177 THE ANNUAL WORKER PLAN IN 1966. APR67
NOTES: 3P.
EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FARM LABOR SUPPLY, FEDERAL PROGRAMS, MIGRANT WORKERS, RECRUITMENT, ANNUAL WORKER PLAN
TO DECREASE THE TIME LOST BY MIGRATORY WORKERS BETWEEN JOBS AND TO PROVIDE EMPLOYERS WITH A DEPENDABLE LABOR SOURCE, THE ANNUAL WORKER PLAN HAS PLANNED COMPREHENSIVE ITINERARIES FOR MIGRANTS SINCE 1954. THREE METHODS ARE USED TO RECRUIT MIGRANT FARM WORKERS UNDER THIS PLAN -- (1) STATE AGENCIES ARRANGE AND CONDUCT INTERVIEWS WITH CREW LEADERS AND MATCH COLLECTED INFORMATION WITH THAT PROVIDED BY EMPLOYMENT SERVICE REPRESENTATIVES FROM DEMAND STATES, (2) RECRUITMENT IS CONDUCTED BY REPRESENTATIVES OF EACH DEMAND STATE INDEPENDENTLY OF OTHER DEMAND STATES, AND (3) RECRUITMENT IS PERFORMED BY EMPLOYMENT SERVICE PERSONNEL IN THE MIGRANTS HOME STATE TO FILL ORDERS FROM DEMAND STATES. IN 1966, STATE EMPLOYMENT SECURITY AGENCIES CONTACTED ABOUT 12,600 MIGRANT-FARMWORKER GROUPS REPRESENTING 193,700 INDIVIDUALS RESIDING IN 34 STATES. OF THE GROUPS CONTACTED, 58 PERCENT WERE FAMILIES, 25 PERCENT WERE CREWS, AND 17 PERCENT WERE OTHER TYPES OF GROUPS. NEARLY ONE-HALF OF THE 193,700 INDIVIDUALS WERE ADULT MALES, ONE-FOURTH WERE ADULT FEMALES, AND ONE-FOURTH WERE CHILDREN UNDER 16. OVER THREE-FOURTHS OF THE PERSONS COVERED BY THE PLAN IN 1966 CLAIMED TEXAS OR FLORIDA AS THEIR HOME STATE. A TABLE SHOWING CHARACTERISTICS OF MIGRANT WORKERS BY STATE OF RESIDENCE, 1966, IS INCLUDED. THIS DOCUMENT APPEARED IN FARM LABOR DEVELOPMENTS, APRIL 1967. (WB)
ERIC: ED014601

178 ANOTHER LOOK AT WORKING-AGE MEN WHO ARE NOT IN THE LABOR FORCE 1977
DEUTERMANN, W.V. JR.
(U.S.) MONTHLY LABOR REVIEW, VOL.100, NO.6, JUNE 1977, P. 9-14. BIBLIOG. 16
ECONOMICS, HEALTH, LABOR FORCE, MEN, UNEMPLOYMENT
THE PERCENTAGE OF MEN IN THE LABOR FORCE FELL TO 94.2% IN 1976. THE INCREASE IN NONPARTICIPANTS IN THE 25-54 YEAR OLD AGE GROUP WAS DUE TO SCHOOL ATTENDANCE, DISABILITY OR ILLNESS.
MCMT: UML77F0009

179 ANSWERING THE MOBILITY IMPERATIVE FINAL RESEARCH REPORT OF THE NORTHERN MICHIGAN MOBILITY PROJECT 1966-1972. 28 FEB 74
TENPAS, CILLA REESMAN;AND OTHERS
NORTHERN MICHIGAN UNIV., MARQUETTE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 246P.
DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC FACTORS, EMPLOYMENT PATTERNS, EXPERIMENTAL PROGRAMS, JOB PLACEMENT, LABOR ECONOMICS, MANPOWER NEEDS, MIGRATION PATTERNS, OCCUPATIONAL MOBILITY, QUESTIONNAIRES, REGIONAL PLANNING, RELOCATION, RESEARCH PROJECTS, RURAL RESETTLEMENT, STATE SURVEYS, TABLES (DATA), UNEMPLOYMENT, UNSKILLED WORKERS, VOCATIONAL ADJUSTMENT, WAGES, NORTHERN MICHIGAN MOBILITY PROJECT
THE DOCUMENT DESCRIBES THE ACTIVITY, STUDY, AND RESEARCH INVOLVING AN EXPERIMENTAL MOBILITY PROJECT WHICH, BOTH BY CONTRACT AND PHILOSOPHY, SOUGHT TO ASSIST THOSE INDIVIDUALS IN UPPER MICHIGAN WITH RELOCATION AND/OR PLACEMENT, WHO MIGHT OTHERWISE HAVE BEEN UNABLE TO COMPETE IN THE MIGRATION AND ECONOMIC PATTERNS IN THE REGION. DATA FROM EXTENSIVE INTERVIEWS WITH 1,500 CLIENTS, WITH AN AVERAGE FOLLOWUP PERIOD OF FOUR YEARS, ARE ANALYZED TO DISCERN PATTERNS OF MOBILITY AND WAGE AND EMPLOYMENT OUTCOMES, AND PERSONAL AND ENVIRONMENTAL CHARACTERISTICS ASSOCIATED WITH MOBILITY DECISIONS AND OUTCOMES. MULTIVARIATE ANALYSES OF THE POSTPROGRAM LABOR FORCE EXPERIENCE OF RESPONDENTS AND AID (AUTOMATIC INTERACTION DETECTOR) ANALYSES OF CONDITIONAL PROBABILITY OF RELOCATION ARE ADDITIONAL ASPECTS OF THE STUDY EXAMINED. IT IS CONCLUDED THAT THE PROJECT HAS DEMONSTRATED THE FEASIBILITY OF SUBSIDIZED RELOCATION FOR DIFFERING GROUPS AND HAS PROVIDED THE BASIS FOR REPLICATION OF ACTIVITIES AND OUTCOMES. NET PERSONAL ECONOMIC BENEFITS ASSOCIATED WITH RELOCATION ARE SUBSTANTIAL AND APPEAR TO BE MAINTAINED EVEN WHEN LONG-TERM RELOCATEES RETURN TO THEIR HOME AREAS TO WORK. FACSIMILIES OF QUESTIONNAIRES, EFFECTS OF NONRESPONSE, AND A GLOSSARY OF TERMS ARE APPENDED.

(CONT.)
179 (AUTHOR/MW)
ERIC: ED103672

180 AN ANTI-BIAS DRIVE YIELDS TO SENIORITY 1975
BUSINESS WEEK, NO.2368, FEB 17, 1975, P. 24-25.
AFFIRMATIVE ACTION, HUMAN RESOURCES DEVELOPMENT, LABOR FORCE, LAW, LAYOFF, MINORITIES, SENIORITY, WORKERS
THE U.S. COURT OF APPEALS IN PHILADELPHIA RULED THAT LAYOFFS SHOULD BE SENIORITY-BASED. WITH CURRENT ECONOMIC CONDITIONS IT IS EXPECTED THE SUPREME COURT WILL HAVE TO DECIDE IF AFFIRMATIVE ACTION HIRING GUIDE LINES APPLY TO FIRING.
MGMT: BWE7591724-2

181 ANTIPOVERTY WORK AND TRAINING EFFORTS GOALS AND REALITY, POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS NO.3. 67
LEVITAN, SAR A.
MICHIGAN UNIV., ANN ARBOR, INST. OF LABOR AND INDUSTRIAL RELATIONS.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 121P.
ADULTS, ADULT VOCATIONAL EDUCATION, DISADVANTAGED YOUTH, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, OBJECTIVES, ON THE JOB TRAINING, OUT OF SCHOOL YOUTH, PARTICIPANT CHARACTERISTICS, POVERTY PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM COSTS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, UNEMPLOYED, VOCATIONAL TRAINING CENTERS, ECONOMIC OPPORTUNITY ACT, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, WORK EXPERIENCE AND TRAINING PROGRAMS
THIS REVIEW OF THE JOB CORPS, THE NEIGHBORHOOD YOUTH CORPS, AND THE WORK EXPERIENCE AND TRAINING PROGRAMS, ALL ESTABLISHED UNDER THE ECONOMIC OPPORTUNITY ACT OF 1964, WAS PART OF NATIONAL MANPOWER POLICY TASK FORCE REPORT REQUESTED BY THE SENATE SUBCOMMITTEE ON EMPLOYMENT, MANPOWER, AND POVERTY. IT WAS BELIEVED APPROPRIATE TO EXAMINE, AFTER NEARLY 3 YEARS AND A COMMITMENT OF 4 BILLION DOLLARS, THE EXTENT TO WHICH THE ACT HAD BEEN IMPLEMENTED, JOB CREATION AND TRAINING WERE TO BE THE PRINCIPLE MEANS THROUGH WHICH THE THREE PROGRAMS WOULD HELP ECONOMICALLY DISADVANTAGED YOUTH AND ADULTS ACHIEVE ECONOMIC INDEPENDENCE. A VARIETY OF PUBLISHED AND UNPUBLISHED MATERIALS WERE USED IN THIS ASSESSMENT. IN THE PROCESS OF CRITICAL EVALUATION, SEPARATE DISCUSSIONS ARE DEVOTED TO THE ENABLING LEGISLATION, ADMINISTRATION, NEEDS AND CHARACTERISTICS OF CLIENTS, AND RESOURCE UTILIZATION OF EACH PROGRAM. IT WAS GENERALLY CONCLUDED THAT IT IS DOUBTFUL WHETHER THE PROGRAMS HAVE ACHIEVED THE FORMAL GOALS OF THE LEGISLATION--ECONOMIC SELF-SUPPORT. HOWEVER, THE EXPERIENCE OF THE THREE PROGRAMS INDICATES THE DIFFICULTY OF DESIGNING AND ADMINISTERING MASS PROJECTS WHICH LEAD TO THE ECONOMIC SELF-SUFFICIENCY OF THE POOR. SUGGESTIONS ARE SPREAD THROUGHOUT THIS REVIEW. (ET)
ERIC: ED025605 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, MUSEUMS ANNEX, ANN ARBOR, MICHIGAN 48104 ($2.00).

182 APPAREL MANUFACTURING (COURSE OUTLINE), INDUSTRIAL SINGLE NEEDLE MACHINES AND MACHINE PRACTICE 9377.02. 73
DADE COUNTY PUBLIC SCHOOLS, MIAMI, FLA.
NOTES: 30P.; AN AUTHORIZED COURSE OF INSTRUCTION FOR THE QUINMESTER PROGRAM
ADULT EDUCATION PROGRAMS, CLOTHING, COURSE CONTENT, CURRICULUM GUIDES, INSTRUCTIONAL MATERIALS, MANUFACTURING, NEEDLE TRADES, SEWING INSTRUCTION, TEACHING TECHNIQUES, QUINMESTER PROGRAM
THIS COURSE INCLUDES A STUDY OF THE INDUSTRIAL SINGLE NEEDLE MACHINE, ITS PRINCIPAL PARTS, GENERAL CARE, THREADING, AND BASIC SKILLS IN MACHINE PRACTICE. INSTRUCTIONAL MATERIALS INCLUDE FILMS, ILLUSTRATION, INFORMATION SHEETS, AND OTHER MATERIALS. (CK)
ERIC: ED078336

183 APPLIANCE REPAIR: RADIO AND TELEVISION, TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN, DIV. OF VOCATIONAL EDUCATION.
NOTES: 54P.; FOR RELATED DOCUMENTS SEE CE 007 553-569, APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
APPLIANCE REPAIRING, BEHAVIORAL OBJECTIVES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, ELECTRICAL OCCUPATIONS, ELECTRICITY, ELECTRONICS, JOB SKILLS, OCCUPATIONAL INFORMATION, RADIO, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TELEVISION, TELEVISION REPAIRMEN, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE ELECTRICITY/ELECTRONICS OCCUPATIONS CLUSTER, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE APPLIANCE REPAIR AND RADIO AND TELEVISION TRADE AS RECOMMENDED BY SUCCESSFUL SERVICEMEN. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF SERVICEMEN OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN APPLIANCE REPAIR AND RADIO AND TELEVISION WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OF INFORMATION ARE LISTED IN CHART FORM IN SEPARATE CONTENT SECTIONS FOR APPLIANCE REPAIR AND RADIO AND TELEVISION. LISTS IN EACH SECTION ARE UNDER SUCH SUBHEADINGS AS SAFETY, SPECIAL TOOLS AND MATERIALS, WARRANTIES AND SERVICE POLICIES, MERCHANDISING AND WAREHOUSING, BASIC THERMODYNAMICS, TEST AND MEASURING EQUIPMENT, AND LABOR AND REPLACEMENT/REPAIR ESTIMATING. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE

(CONT.)

183 TOTAL ELECTRICITY/ELECTRONICS OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (MD)
ERIC: ED129570

194 THE APPLICATION FOR EMPLOYMENT AND JOB-SEEKING SUCCESS AMONG EDUCABLE MENTALLY RETARDED YOUTH. FINAL REPORT. 67
GREGORY, ROBERT J.
SYRACUSE UNIV., N.Y.
NOTES: 185P.
BIBLIOGRAPHIES, COMPARATIVE ANALYSIS, CONTROL GROUPS, EDUCABLE MENTALLY HANDICAPPED, EDUCATIONAL PROGRAMS, EMPLOYMENT, EMPLOYMENT INTERVIEWS, EXPERIMENTAL GROUPS, EXPERIMENTAL PROGRAMS, JOB APPLICANTS, JOB APPLICATION, LITERATURE REVIEWS, SIMULATION, VOCATIONAL DEVELOPMENT, VOCATIONAL FOLLOWUP
THE OBJECTIVES OF THIS STUDY WERE TO DETERMINE WHETHER TRAINING EDUCABLE MENTALLY RETARDED YOUTH IN JOB-SEEKING SKILLS HAD AN EFFECT ON THEIR ABILITY TO COMPLETE COMPOSITE APPLICATIONS FOR EMPLOYMENT, OR ON THEIR JOB-SEEKING BEHAVIOR. STUDENTS FROM SIX SCHOOLS WITH CLASSES FOR MENTALLY RETARDED WERE RANDOMLY ASSIGNED TO THE EXPERIMENTAL GROUP (68) AND TO THE CONTROL GROUP (90). EACH STUDENT COMPLETED AN APPLICATION FORM AND RANKED SELECTED JOB-SEEKING TECHNIQUES. THE EXPERIMENTAL SUBJECTS RECEIVED INDIVIDUAL TRAINING ABOUT JOB SEEKING AND APPLICATIONS. A MONTH LATER 129 SUBJECTS COMPLETED AN APPLICATION FORM IN A SIMULATED EMPLOYMENT INTERVIEW. SIX JUDGES RATED THE FORMS ON THE APPLICANTS CHANCES OF JOB-SEEKING SUCCESS. SIGNIFICANT DIFFERENCES WERE FOUND FOR THE EXPERIMENTAL GROUP BEFORE AND AFTER TRAINING, BUT NOT FOR THE CONTROL GROUP. AFTER FOUR MONTHS THE EXPERIMENTAL GROUP EARNED SIGNIFICANTLY MORE MONEY PER JOB AND WORKED SIGNIFICANTLY MORE HOURS PER JOB THAN THE CONTROL GROUP. NO DIFFERENCE WAS FOUND IN HOURLY RATE. AGE AND SEX WERE FOUND TO BE SIGNIFICANT IN THEIR INFLUENCES ON VOCATIONAL SUCCESS BUT NOT INTELLIGENCE. THE APPENDIX CONTAINS SAMPLE MATERIALS USED IN THE STUDY. THE BIBLIOGRAPHY CONTAINS 162 ITEMS DATED FROM 1919 TO 1966. (EM)
ERIC: ED016095

195 AN APPLICATION OF A SYSTEMS APPROACH TO TRAINING A CASE STUDY. REVISED EDITION. JUN 69
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. BUREAU OF TRAINING.
NOTES: 22P.; TRAINING SYSTEMS AND TECHNOLOGY SERIES NO. II
ADULT VOCATIONAL EDUCATION, CASE STUDIES, CURRICULUM DEVELOPMENT, FEDERAL PROGRAMS, GUIDES, INSTRUCTIONAL SYSTEMS, JOB SKILLS, LAW ENFORCEMENT, PERFORMANCE CRITERIA, SYSTEMS APPROACH, TASK PERFORMANCE, TRAINING TECHNIQUES, YOUNG ADULTS, FEDERAL LAW ENFORCEMENT TRAINING CENTER
THIS REPORT IS INTENDED TO EXPLAIN THE STEPS FOLLOWED IN DEVELOPING A PARTICULAR CURRICULUM, TO STATE THE PROBLEMS ENCOUNTERED AND THEIR SOLUTIONS, AND TO PROVIDE A GENERAL GUIDE FOR OTHERS WHO WISH TO USE A SYSTEMS APPROACH. THE CURRICULUM DEVELOPED WAS TO BE USED IN TRAINING FEDERAL LAW ENFORCEMENT RECRUITS, USING A SYSTEMS APPROACH, JOB DATA WERE COLLECTED; TASK ANALYSIS WAS PERFORMED; PERFORMANCE OBJECTIVES WERE FORMULATED; AND TRAINING COURSE OUTLINES WERE DEVELOPED. EXHIBITS A AND B PRESENT THE ORIGINAL AND REVISED INSTRUCTIONAL SYSTEM DESIGN DIAGRAMS; EXHIBIT C IS THE TASK DATA DESCRIPTION; EXHIBIT D IS TASK ANALYSIS FORM FOR THE CURRICULUM, THE CONVERSION SCALE, AND PRIORITY PLANNING SHEET; EXHIBIT E IS THE TPO (TERMINAL PERFORMANCE OBJECTIVE) FORMAT; EXHIBIT F IS THE TRAINING OUTLINE; EXHIBIT G IS THE SELECTION OF INSTRUCTIONAL STRATEGIES, PROCEDURE; AND EXHIBIT H IS THE GUIDE. A BRIEF BIBLIOGRAPHY IS PROVIDED. (JB)
ERIC: ED058517 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($.30)

196 THE APPLICATION OF COST-BENEFIT ANALYSIS IN MANPOWER AREA. 70
BARSBY, STEVEN L.
ARIZONA OCCUPATIONAL RESEARCH COORDINATING UNIT, PHOENIX.
NOTES: 240P.
BIBLIOGRAPHIC CITATIONS, COST EFFECTIVENESS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, POST SECONDARY EDUCATION, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, RESEARCH NEEDS, RESEARCH PROBLEMS, RESOURCE ALLOCATIONS, SECONDARY GRADES, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, VOCATIONAL RETRAINING
THE RELATIVE EFFICIENCY OF VARIOUS MANPOWER PROGRAMS AS SEEN THROUGH COST-BENEFIT ANALYSIS IS ASSESSED, AND THE CONTRIBUTION THAT COST-BENEFIT ANALYSIS HAS MADE IN EVALUATING MANPOWER PROGRAMS IS DISCUSSED, TAKING INTO ACCOUNT A VARIETY OF METHODOLOGIES PRESENTED IN DIFFERENT STUDIES. VOCATIONAL REHABILITATION APPEARS TO YIELD THE HIGHEST BENEFIT-COST RATIOS, FOLLOWED BY PROGRAMS INVOLVING ON-THE-JOB TRAINING, VOCATIONAL EDUCATION IN VOCATIONAL HIGH SCHOOLS, OUT-OF-SCHOOL INSTITUTIONAL RETRAINING PROGRAMS, POST-SECONDARY VOCATIONAL EDUCATION, JOB CORPS, AND DROP-OUT PREVENTION PROGRAMS. COMPARISONS OF THESE ACTIVITIES ARE HINDERED BY ECONOMISTS FAILURE TO AGREE ON A COMMON METHODOLOGY FOR CONDUCTING COST-BENEFIT RESEARCH, THE EXISTENCE OF UNMEASURED BENEFITS AND COSTS, THE ABSENCE OF GOOD COST DATA, AND INSUFFICIENT ECONOMIC COMMITMENT. DEFICIENCIES IN COST-BENEFIT ANALYSIS APPEAR TO BE MINIMIZED WHEN THE ANALYSIS IS DIRECTED AT THE INTERNAL OPERATION OF PROGRAMS. IT IS IN THIS DIRECTION THAT COST-BENEFIT ANALYSIS PARTICULARLY NEEDS TO BE DEVELOPED. (AUTHOR/AG)
ERIC: ED063890

147 THE APPLICATION OF DACUM IN RETRAINING AND POST-SECONDARY CURRICULUM DEVELOPMENT REVISED SECOND EDITION. JAN 76
SINNETT, WILLIAM E.
NOTES: 233P.; APPENDED MATERIALS MAY HAVE MARGINAL REPRODUCIBILITY; FOR FIRST EDITION, SEE ED 106 479
BEHAVIORAL OBJECTIVES, CHARTS, COORDINATION, COURSE OBJECTIVES, CURRICULUM DESIGN, CURRICULUM DEVELOPMENT, DATA BASES, ELECTRONIC DATA PROCESSING, FOREIGN COUNTRIES, GROUP DISCUSSION, JOB ANALYSIS, JOB TRAINING, OPEN EDUCATION, POST SECONDARY EDUCATION, SKILL ANALYSIS, TASK ANALYSIS, TRAINING OBJECTIVES, VOCATIONAL EDUCATION, CANADA, DACUM
THE PAPER IS DIVIDED INTO FIVE PARTS, INTRODUCED BY THE RESEARCH RATIONALE AND A DEFINITION OF THE DACUM (DESIGNING A CURRICULUM) APPROACH TO CURRICULUM, LEARNING, AND EVALUATION IN OCCUPATIONAL TRAINING. AS A PROCESS, DACUM IS A GROUP-ACCOMPLISHED OCCUPATIONAL SUBJECT AREA SKILLS ANALYSIS; AS A PRODUCT, IT IS A GRAPHIC REPRESENTATION OF THOSE SKILLS, CALLED A DACUM CHART, WHICH CAN BE USED AS A CURRICULUM PLAN. PART 1 OF THE PAPER REVIEWS THE CURRENT LITERATURE ON TASK ANALYSIS TECHNIQUES USED FOR SYSTEMATIC CURRICULUM DEVELOPMENT. PART 2 DESCRIBES THE WAYS DACUM IS BEING USED, AND PART 3 IS THE DACUM PROCEDURES MANUAL, FOR COORDINATORS LEADING GROUPS IN DEVELOPING DACUM CHARTS (SKILLS PROFILES). PART 4 IS A 142-PAGE COLLECTION OF TERMINAL PERFORMANCE OBJECTIVES DRAWN FROM COMPLETED DACUM CHARTS, CLASSIFIED INTO 24 GENERAL AREAS ACCORDING TO THE CANADIAN CLASSIFICATIONS AND DICTIONARY OF OCCUPATIONS. PART 5 PRESENTS CONCLUSIONS AND IMPLICATIONS. DACUM PROVIDES A MEANS OF BUILDING A LARGE DATA BASE OF INSTRUCTIONAL OBJECTIVES, A NECESSARY ELEMENT FOR A HIGHLY FLEXIBLE, COMPUTER-MANAGED INSTRUCTIONAL SYSTEM CLOSE TO THE OPEN COLLEGE CONCEPT. AN EPILOG CONTAINS COMMENTS AND ADDITIONAL IDEAS. APPENDED ARE SEVERAL PAGES OF CHARTS AND DIAGRAMS RELATED TO THE DACUM SKILLS ANALYSIS PROCESS. (AUTHOR/AJ)
ERIC: ED119013

148 AN APPLICATION OF INFORMATION THEORY TO INDIVIDUAL WORKER DIFFERENCES IN SATISFACTION WITH WORK ITSELF. SEP 71
STANDING, THOMAS EDWIN
BOWLING GREEN STATE UNIV., OHIO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 147P.; PH.D. DISSERTATION, BOWLING GREEN STATE UNIVERSITY
ADJUSTMENT (TO ENVIRONMENT), COGNITIVE MEASUREMENT, FEEDBACK, INDIVIDUAL DIFFERENCES, INFORMATION PROCESSING, INFORMATION THEORY, JOB ANALYSIS, JOB SATISFACTION, PROMOTION (OCCUPATIONAL), TASK ANALYSIS, WORK ENVIRONMENT, PERSONAL CONSTRUCT THEORY
THE JOB OF STEEL MILL INSPECTOR WAS ANALYZED IN TERMS OF THE SEQUENTIAL CONSTRAINTS EXISTING AMONG THE JOBS OPERATIONS. THIS MEASURE OF ENVIRONMENTAL VARIABILITY WAS RELATED TO COGNITIVE COMPLEXITY--A MEASURE OF THE INDIVIDUAL INSPECTORS ABILITY TO PROCESS JOB-RELATED INFORMATION. AS PREDICTED, SATISFACTION WITH THE WORK ITSELF WAS AN INVERTED U-SHAPED FUNCTION OF COGNITIVE COMPLEXITY. IN ADDITION, COGNITIVE COMPLEXITY WAS SIGNIFICANTLY RELATED TO SATISFACTION WITH FOUR OTHER ASPECTS OF WORK--SUPERVISION, PROMOTIONS, AMOUNT OF FEEDBACK AND AMOUNT OF SAY IN HOW THE WORK IS DONE. THE INVESTIGATION SUPPORTS THE NOTION THAT WORKER DIFFERENCES ARE IMPORTANT IN UNDERSTANDING THE REACTIONS OF WORKERS TO JOB CHARACTERISTICS AND TO CHANGES IN THOSE CHARACTERISTICS WHICH MIGHT RESULT FROM JOB ENLARGEMENT AND OTHER PROGRAMS. (NTIS)
ERIC: ED081926 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 993, MC $3.00, MF $1.45)

149 AN APPLICATION OF JOHN HOLLANDS VOCATIONAL THEORY TO AN EMPIRICAL STUDY OF OCCUPATIONAL MOBILITY OF MEN AGE 45-59. 71
PARSONS, GEORGE E.
NOTES: 175P.; PH.D. DISSERTATION, OHIO STATE UNIVERSITY
CAREER CHANGE, DOCTORAL THESES, INDIVIDUAL DIFFERENCES, JOB SATISFACTION, JOB TENURE, MALES, MIDDLE AGED, OCCUPATIONAL MOBILITY, PERSONALITY THEORIES, SAMPLING, SOCIOECONOMIC INFLUENCES, WORK LIFE EXPECTANCY, HOLLANDS THEORY OF VOCATIONAL CHOICE
THIS STUDY WAS DESIGNED TO INVESTIGATE THE OCCUPATIONAL MOVEMENT AND REASONS FOR MOVEMENT OF MEN AGED 45 TO 59 BETWEEN THEIR FIRST AND CURRENT JOBS, AND MORE PRECISELY TO EXAMINE (1) CHANGE AND STABILITY OF VARIOUS OCCUPATIONAL PERSONALITY TYPES, (2) THE EFFECT OF SELECTED VARIABLES ON CHANGE AND STABILITY OF PERSONALITY TYPES, AND (3) THE RELATIONSHIP BETWEEN JOB SATISFACTION AND WORKER ATTACHMENT TO AN OCCUPATIONAL PERSONALITY TYPE BY USE OF JOHN HOLLANDS THEORY OF CAREER SELECTION. THE DATA USED WERE COLLECTED BY THE BUREAU OF THE CENSUS FOR THE CENTER FOR HUMAN RESOURCE RESEARCH AT THE OHIO STATE UNIVERSITY IN 1966 AS PART OF THE NATIONAL LONGITUDINAL SURVEYS. A MULTI-STAGE PROBABILITY SAMPLING TECHNIQUE WAS USED. MAJOR FINDINGS INDICATED THAT REALISTIC TYPES WERE THE MOST STABLE PERSONALITY TYPES AND THAT OCCUPATIONALLY MOBILE INDIVIDUALS WERE DIFFERENT FROM OCCUPATIONALLY STABLE INDIVIDUALS, BLACKS FROM WHITES VOCATIONALLY, AND REALISTIC TYPES FROM THE OTHER FIVE PERSONALITY TYPES. THE MOST SIGNIFICANT IMPLICATION OF THIS STUDY FOR CAREER DEVELOPMENT RESEARCH WAS THAT IT INDICATED THE RELEVANCE OF HOLLANDS THEORY OF VOCATIONAL SELECTION TO OLDER MEN NOW IN THE LABOR FORCE AND TO THE STUDY OF OCCUPATIONAL MOBILITY. (AUTHOR/MF)
ERIC: ED067466 UNIVERSITY MICROFILMS, P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 72-4604, MF $4.00, SEE CATALOG FOR HARDCOPY PRICE)

150 AN APPLICATION OF MARKOVIAN CHAINS IN MANPOWER PLANNING JUN 77
ABU-ALSAMH, RASHAD ABDULMOHYMEN
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: MASTERS THESIS 66P
MARKOV PROCESSES, MANPOWER UTILIZATION, PERSONNEL MANAGEMENT, DECISION MAKING, POLICIES,

(CONT.)
190 NAVAL PERSONNEL. NTIS000XA
THIS THESIS INVESTIGATES THE LONG RUN IMPLICATIONS OF SHORT TERM POLICY MAKING DECISIONS. MANPOWER MODELING TECHNIQUES BASED ON MARKOVIAN CHAINS ARE APPLIED TO A SMALL FAST GROWING NAVY ORGANIZATION. AN INTERACTIVE MODEL IS DESIGNED HERE TO SIMULATE POLICY CHANGES AND ILLUSTRATE THE INTERACTION BETWEEN FLOWS, PROMOTIONS AND STOCKS, RELATIVE TO A STABLE SET OF POLICY PARAMETERS OVER A PERIOD OF TIME. TRAINING AND BUDGET PLANNING ARE ADDRESSED IN SOME DETAIL WITH A FOCUS OF THE CIVILIAN POPULATION WITHIN THE ORGANIZATION. BECAUSE REAL DATA IS NOT AVAILABLE, THE NUMERICAL EXAMPLES ARE BASED ON HYPOTHETICAL DATA. THE EXAMPLES ARE PRESENTED TO GIVE THE READER A FEELING FOR HOW THE MODEL SIMULATES VARIOUS POLICY ALTERNATIVES. (AUTHOR)
NTIS: AD-A042 304/6ST NTIS PRICES PC A04/MF A01

191 AN APPLICATION OF THE THEORY OF WORK ADJUSTMENT TO VOCATIONAL COUNSELING SEP 77
VANDERGOOT, DAVID;ENGELKES, JAMES R.
VOCATIONAL GUIDANCE QUARTERLY;26;1;45-52
VOCATIONAL DEVELOPMENT, VOCATIONAL COUNSELING, VOCATIONAL ADJUSTMENT, ADJUSTMENT PROBLEMS, COUNSELING EFFECTIVENESS, JOB SEARCH METHODS, COUNSELING PROGRAMS, RESEARCH PROJECTS, PERSONAL GROWTH
THE FAILURE OF TWO VOCATIONAL COUNSELING INTERVENTIONS TO GENERATE TANGIBLE RESULTS SUGGESTS THAT COUNSELORS NEED TO BECOME EXPERTS IN JOB-SEEKING SKILLS AND PASS THIS KNOWLEDGE ON TO THEIR COUNSELEES. (AUTHOR)
ERIC: EJ165618 REPRINT AVAILABLE (SEE P. VII) UMI

192 APPLICATIONS OF VIDEOTAPE RESOURCES IN MANPOWER DEVELOPMENT PROGRAMS. FINAL REPORT. NOV 72
MCHUGH, PAUL
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 46P.
EVALUATION METHODS, INTERVIEWS, JOB ANALYSIS, JOB SKILLS, MANPOWER DEVELOPMENT, MEDIA TECHNOLOGY, TRAINING, VIDEO EQUIPMENT, VIDEO TAPE RECORDINGS
MOBILIZATION FOR YOUTH (MFY) FOUND THAT VIDEOTAPE HAD SEVERAL ADVANTAGES AND USES IN A MANPOWER TRAINING PROGRAM. THESE USES INCLUDED SKILLS TRAINING, INTERVIEW TRAINING, INSTRUCTION IN SAFETY PRACTICES, ORIENTATION TO HANDLING OF COSTLY MATERIALS, AND JOB ANALYSIS. ADMINISTRATORS USED IT FOR TRAINING EMPLOYEES, FOR RECORDING CONSULTANTS ADVICE, AND FOR TRAINING EVALUATORS TO MAKE OBJECTIVE OBSERVATIONS. THE COMPONENTS OF A VIDEOTAPE SYSTEM AND PRODUCTION TECHNIQUES ARE DESCRIBED BRIEFLY. (JK)
ERIC: ED076031 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-214 047-3, MF $0.95; HC $3.75)

193 APPLIED BEHAVIOR ANALYSIS AND THE IMPRISONED ADULT FELON PROJECT 1 THE CELLBLOCK TOKEN ECONOMY. OCT 74
MILAN, MICHAEL A.;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 138P.
BEHAVIORAL SCIENCE RESEARCH, BEHAVIOR CHANGE, CORRECTIONAL REHABILITATION, PERFORMANCE, PRISONERS, PROGRAMED INSTRUCTION, REINFORCEMENT, RESEARCH PROJECTS, YOUNG ADULTS, ALABAMA, DRAPER CORRECTIONAL CENTER
THIS REPORT PROVIDES A TECHNICAL-LEVEL ANALYSIS, DISCUSSION, AND SUMMARY OF FIVE EXPERIMENTS IN APPLIED BEHAVIOR ANALYSIS. EXPERIMENT 1 EXAMINED THE TOKEN ECONOMY AS A BASIS FOR MOTIVATING INMATE BEHAVIOR; EXPERIMENT 2 EXAMINED THE RELATIONSHIP BETWEEN MAGNITUDE OF TOKEN REINFORCEMENT AND LEVEL OF INMATE PERFORMANCE; EXPERIMENT 3 INTRODUCED A LICENSE PROCEDURE TO DETERMINE ITS EFFECT ON INMATE PARTICIPATION IN A LEISURE-TIME EDUCATION PROGRAM; EXPERIMENT 4 COMPARED THREE FORMATS FOR PRESENTING PROGRAMMED INSTRUCTION MATERIAL; AND EXPERIMENT 5 EXAMINED THE EFFECTIVENESS OF DECREASING UNDESIRABLE BEHAVIOR BY REINFORCING INCOMPATIBLE OPPOSITES. ALL EXPERIMENTS WERE CARRIED OUT AT DRAPER CORRECTIONAL CENTER, ELMORE, ALABAMA, WITH A POPULATION OF INCARCERATED, YOUNG ADULT FELONS. THE REPORT PROVIDES AMPLE DATA IN DISCUSSION OF THE RESULTS OF EXPERIMENTS, AND IT INCLUDES A GENERAL DISCUSSION OF THE ROLE OF APPLIED BEHAVIOR ANALYSIS IN THE FIELD OF CORRECTIONS. A RELEVANT BIBLIOGRAPHY IS ALSO INCLUDED. (AUTHOR)
ERIC: ED099758 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (HC $3.00)

194 AN APPRAISAL OF THE MANPOWER TRAINING PROGRAMS ESTABLISHED BY CONGRESS IN THE 1960S. PROJECT BASELINE SUPPLEMENTAL REPORT. 30 AUG 74
BRANDON, GEORGE L.
NORTHERN ARIZONA UNIV., FLAGSTAFF. TECHNICAL EDUCATION RESEARCH CENTER, WASHINGTON, D.C.
NOTES: 97P.; FOR RELATED PROJECT BASELINE DOCUMENTS, SEE CE 003 446-455 AND ED 095 309 AND 310
ATTITUDES, EDUCATIONAL ASSESSMENT, EDUCATIONAL HISTORY, EDUCATIONAL LEGISLATION, FEDERAL LEGISLATION, GOVERNMENT ROLE, LABOR LEGISLATION, LITERATURE REVIEWS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, NATIONAL PROGRAMS, POLICY FORMATION, PROGRAM EVALUATION, STATE PROGRAMS, TABLES (DATA), VOCATIONAL EDUCATION, PROJECT BASELINE
OFFERING AN OVERVIEW AND INFORMAL APPRAISAL OF THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) AND ITS AMENDMENTS SINCE 1962, THE STUDY FOCUSES ON THE VOCATIONAL EDUCATION

(CONT.)

196 PROGRAM AND THE DEVELOPMENT OF ITS LEGISLATION AND ADMINISTRATION. THE 12 YEARS OF MANPOWER TRAINING LEGISLATION FROM MDTA TO THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) OF 1973 AND A PARALLEL CHRONOLOGY OF LEGISLATIVE HISTORY OF VOCATIONAL EDUCATION SINCE 1963 IS ANALYZED IN CHAPTER 1 AND THE DIVERSITY OF CURRENT INTERPRETATIONS AND DEFINITIONS OF CAREER EDUCATION DISCUSSED. THE FOLLOWING SECTION DEALS WITH GROUP IMPRESSIONS OF MANPOWER TRAINING ISSUES RELATED TO EVALUATION, TRAINING, AND THE NEED FOR NATIONAL INTERAGENCY COORDINATION. THE THIRD SECTION EXAMINES THE MIXED PERCEPTIONS AND ATTITUDES OF VOCATIONAL EDUCATORS TOWARD THE STATUS OF VOCATIONAL EDUCATION AND MANPOWER TRAINING. EXAMINING PROJECT BASELINE DATA AND INFORMATION, CONCLUSIONS AND RECOMMENDATIONS OF THE 1972-73 REPORTS ARE SUMMARIZED. THE REPORT CONCLUDES THAT VOCATIONAL EDUCATION AND MANPOWER TRAINING AND DEVELOPMENT ARE NOT ANTITHETICAL AND COMPETITIVE; THEY ARE COMPATIBLE AND BOTH ARE DEDICATED TO THE SAME OBJECTIVE OF TRAINING IN THE NATIONS POLICY FOR MANPOWER. AN APPENDIX OFFERS SELECTED TABLES; A BIBLIOGRAPHY; CONGRESSIONAL REPORTS; AND A LIST OF EVALUATION, RESEARCH, AND RELATED STUDIES. (MW)
ERIC; ED099691

195 APPRENTICESHIP PAST AND PRESENT. REVISED. 77
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES; 32P.; SOME PARTS MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF ORIGINAL
AGENCIES, AMERICAN HISTORY, APPRENTICESHIPS, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, FEDERAL LEGISLATION, FEMALES, HISTORY, SECONDARY EDUCATION, SOCIOECONOMIC INFLUENCES, STATE AGENCIES, VETERANS, VOCATIONAL EDUCATION
THE HISTORY AND DEVELOPMENT OF CONCEPTS AND PRACTICES IN APPRENTICESHIP ARE DISCUSSED IN THIS BOOKLET, WHICH IS DIVIDED INTO FIVE SECTIONS. SECTION 1 COVERS INFORMATION FROM INDENTURES IMPORTED FROM EUROPE, AND EARLY LABOR CONDITIONS THROUGH SKILL IN APPRENTICEABLE TRADES AND APPRENTICE MASTERPIECES. SECTION 2, APPRENTICESHIP UNDERGOES CHANGE, COVERS GRADUATED WAGES FOR APPRENTICES, WAGE RATES LAG, CAREERS WITH APPRENTICESHIPS, AND APPRENTICESHIP LEGISLATION. MODERN APPRENTICESHIP PROGRAMS ARE DESCRIBED IN THE THIRD SECTION, INCLUDING CERTIFICATES OF COMPLETION, JOINT APPRENTICESHIP COMMITTEES, BASIC STANDARDS FOR APPRENTICESHIP, AND APPRENTICESHIP VALUES FOR YOUTH AND INDUSTRY. SECTION 4, NEW DIRECTIONS IN APPRENTICESHIP, INCLUDES INFORMATION ON WOMEN AND VETERANS IN APPRENTICESHIP, APPRENTICESHIPS FOR THE DISADVANTAGED, APPRENTICESHIP INFORMATION CENTERS, PREPARATORY COURSES, AND PREJOB PROGRAMS. THE FINAL SECTION CONCLUDES THAT PROJECTION FOR EMPLOYMENT OPPORTUNITIES SHOWS A NEED FOR SKILLED WORKERS, NOTING THAT APPRENTICESHIP IS ONE OF THE BEST WAYS OF TRAINING SKILLED CRAFT WORKERS. STATE AND TERRITORIAL APPRENTICESHIP AGENCIES AND REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING ARE LISTED. (TA)
ERIC; ED142803

196 APPRENTICESHIP IN A CHANGING ECONOMY SEP 75
FARBER, DAVID
MANPOWER;7;9;31-3
APPRENTICESHIPS, ECONOMIC CLIMATE, ECONOMIC FACTORS, MANPOWER UTILIZATION, EMPLOYMENT OPPORTUNITIES, ECONOMICALLY DISADVANTAGED, RELATIONSHIP, COSTS
ERIC; EJ123796

197 APPRENTICESHIP IN AMERICA; AN ASSESSMENT 1974
GLOVER, R.W.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 64-70.
APPRENTICESHIPS, CONSTRUCTION INDUSTRY, DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, MINORITIES, PROMOTION, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, UNIONS, WAGES
OVERVIEW OF APPRENTICESHIP IN AMERICA DECRYING THE LACK OF ADEQUATE DATA TO GAGE EFFECTIVENESS OF APPRENTICE PROGRAMS IN EQUALITY OF OPPORTUNITY FOR MINORITIES.
MGMT; IRR7470064

199 APPRENTICESHIP TRAINING IN THE 1970S REPORT OF A CONFERENCE. MANPOWER RESEARCH MONOGRAPH NO. 37. 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 113P.; REPORT OF A CONFERENCE (WASHINGTON, D.C., MAY 30-JUNE 1, 1973)
APPRENTICESHIPS, CONFERENCE REPORTS, COSTS, FOREIGN COUNTRIES, JOB TRAINING, MANPOWER DEVELOPMENT, MINORITY GROUPS, POLICY FORMATION, STATE OF THE ART REVIEWS, TRAINING, VOCATIONAL FOLLOWUP
THE CONFERENCE REPORT SUMMARIZES THE STATE OF THE ART OF APPRENTICESHIP, AS DETERMINED BY A DECADE OF SYSTEMATIC RESEARCH, AND OFFERS RECOMMENDATIONS FOR CHANGES IN POLICY AND IN PRACTICE. EIGHTEEN PAPERS, ALL DEALING WITH FUNDAMENTAL PROBLEMS IN APPRENTICESHIP AND SKILL TRAINING IN THE UNITED STATES, WERE PRESENTED AT THE CONFERENCE BY PRACTITIONERS, ACADEMIC RESEARCHERS, REPRESENTATIVES OF LABOR, AND MEMBERS OF GOVERNMENT. SUMMARY PAPERS IN THE DOCUMENT ARE GROUPED UNDER THE HEADINGS OF APPRENTICESHIP AS A TRAINING PROCESS, LESSONS FROM FOLLOWUP STUDIES OF JOURNEYMEN AND APPRENTICES, APPRENTICESHIP AND MINORITIES, TRAINING DATA AND MANPOWER PLANNING, AND LESSONS FROM FOREIGN EXPERIENCES WITH APPRENTICESHIP. A MAJOR DIAGNOSIS OF THE CONFERENCE WAS THAT APPRENTICESHIP IS BASICALLY HEALTHY BUT SOME CHANGES CAN MAKE IT MORE VIGOROUS AND PRODUCTIVE. GUIDING PRINCIPLES FOR A MODEL APPRENTICESHIP SYSTEM INCLUDE VOLUNTARISM WITH SOME GOVERNMENTAL SUPPORT AND GUIDANCE, FLEXIBILITY IN DEFINING AND IMPLEMENTING STANDARDS, APPLYING THE TRAINING SYSTEM TO A WIDE RANGE OF

(CONT.)

198 OCCUPATIONS AND INDUSTRIES, AND EMPHASIS ON BOTH QUALITY AND QUANTITY. SPECIFIC CONCLUSIONS AND RECOMMENDATIONS WERE CATEGORIZED ACCORDING TO COSTS AND FINANCING, WAYS AND MEANS TO IMPROVE QUALITY OF TRAINING, APPRENTICESHIP AND MINORITIES, AND DATA REQUIREMENTS FOR DEVELOPING MODEL TRAINING SYSTEMS. (EA)
EPIC: ED113523 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 2900-00223: $1.85)

199 APPROACH TO INDUSTRIAL TRAINING, AN ASSESSMENT OF THE MAIN TASKS FACING INDUSTRIAL TRAINING BOARDS--A STATEMENT BY THE CENTRAL TRAINING COUNCIL. MEMORANDUM NUMBER 5. APR66
BRITISH MINISTRY OF LABOUR, LONDON (ENGLAND).
ECONOMIC CLIMATE, GENERAL EDUCATION, INDUSTRIAL TRAINING, INDUSTRY, INSPECTION, JOB ANALYSIS, MANPOWER UTILIZATION, OFF THE JOB TRAINING, ON THE JOB TRAINING, PERSONNEL SELECTION, PROGRAM CONTENT, PROGRAM EVALUATION, PROGRAM LENGTH, PROGRAM PLANNING, TEACHING METHODS, TESTING, TRAINERS, GREAT BRITAIN
THE INDUSTRIAL TRAINING BOARDS MAIN TASKS UNDER THE INDUSTRIAL TRAINING ACT ARE TO (1) ASSESS THE MANPOWER AND TRAINING REQUIREMENTS OF EACH INDUSTRY (BASED ON FORECASTS OF GROWTH OR CONTRACTION OF INDUSTRY, TECHNICAL, DEMOGRAPHIC, AND EDUCATIONAL CHANGE, AND CHANGES IN THE LEVEL AND DIRECTION OF DEMAND FOR GOODS AND SERVICES), (2) DRAW UP RECOMMENDATIONS FOR TRAINING AND ASSOCIATED FURTHER EDUCATION COURSES (PRESCRIBING THE PARTICIPANTS, CONTENT, TEACHING METHODS, AND LENGTH OF TRAINING), (3) SEE THAT THESE RECOMMENDATIONS ARE PUT INTO EFFECT (BY EXAMINATION OF TRAINEE OR INSPECTION OF FIRMS FACILITIES), AND (4) ENSURE THAT TRAINING SCHEMES REMAIN EFFECTIVE AND RELEVANT (THROUGH CONTINUOUS PROGRAM EVALUATION, RESEARCH, AND SYLLABUS REVIEW). PERSUADING MANAGEMENT OF THE IMPORTANCE OF TRAINING TO THE EFFICIENCY AND PROFITABILITY OF EACH FIRM AND INCREASING THE NUMBER OF TRAINING SPECIALISTS WILL BE KEYS TO A BOARDS SUCCESS. THIS DOCUMENT IS AVAILABLE FROM HER MAJESTYS STATIONERY OFFICE, LONDON. (AJ)
EPIC: ED015426

200 APPROACHES TO RELOCATION SUMMARY OF PROJECT EXPERIENCES 1965-1973. OCT 73
BARD COLL., ANNANDALE-ON-HUDSON, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 53P.
AREA STUDIES, DEPRESSED AREAS (GEOGRAPHIC), ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EXPERIMENTAL PROGRAMS, JOB DEVELOPMENT, OCCUPATIONAL MOBILITY, PROGRAM ADMINISTRATION, RECRUITMENT, RELOCATION, RESEARCH, VOCATIONAL ADJUSTMENT, NORTH CAROLINA
THE NORTH CAROLINA MOBILITY PROJECT WAS AN EXPERIMENTAL PROGRAM DESIGNED TO DETERMINE IF UNEMPLOYED PEOPLE IN ECONOMICALLY DEPRESSED AREAS OF NORTH CAROLINA COULD BE RELOCATED TO AND SATISFACTORILY EMPLOYED IN THE STATES MORE HIGHLY INDUSTRIALIZED PIEDMONT. THE AIM OF THE MOBILITY PROJECT WAS TO INTERVENE IN THE MIGRATION PATTERNS OF THE STATE SO THAT THE ROUTES LED WEST TO NORTH CAROLINAS OWN URBAN CENTERS RATHER THAN OUT OF THE STATE. THE DOCUMENT DISCUSSES (1) THE TARGET AND SUPPLY AREAS, (2) THE EFFECTS OF THE DEPARTMENT OF LABORS GUIDELINES FOR TARGET POPULATION RECRUITMENT AND SELECTION, AND (3) THE PROGRAMS ADMINISTRATION AND OPERATION IN RELATION TO STAFF FUNCTIONS, THE MOBILITY RECRUITING PROCESS, JOB DEVELOPMENT FOR RELOCATED WORKERS, FINANCIAL ASSISTANCE, AND HOUSING (TEMPORARY AND PERMANENT). BRIEFLY SUMMARIZED ARE TWO STUDIES--WORKERS ELIGIBLE BUT NOT INTERESTED IN RELOCATION, AND LINKAGES WITH TRAINING PROGRAMS--AND TWO REPORTS--AN EVALUATION OF THE MOBILITY PROJECT BY PAUL JOHNSON, AND THE CONSULTANTS REPORT TO NORTH CAROLINA MOBILITY PROJECT BY PRISCILLA TENPAS. FINDINGS INDICATE THAT MOST RELOCATED WORKERS WERE PLEASED WITH THE RESULTS OF THEIR MOVE, EMPLOYERS REACTED POSITIVELY TO THE PROGRAM, AND SUBSIDIZED RELOCATION IS AN IMPORTANT METHOD OF MATCHING AVAILABLE WORKERS WITH AVAILABLE JOBS. THE FULL TEXTS OF THE STUDIES AND REPORTS ARE APPENDED. (8P)
EPIC: ED103596

201 APPROACHES TO RELOCATION: NORTH CAROLINA MOBILITY PROJECT, 1970-71. JUN 72
NORTH CAROLINA MANPOWER DEVELOPMENT CORP., CHAPEL HILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 35P.
DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT SERVICES, JOB DEVELOPMENT, LABOR FORCE, MANPOWER UTILIZATION, MOBILITY, NEGROES, RECRUITMENT, RELOCATION, RURAL RESETTLEMENT, RURAL URBAN DIFFERENCES, NORTH CAROLINA
THIS REPORT COVERS THE CONTRACT PERIOD FROM OCTOBER 1, 1970-SEPTEMBER 30, 1971. IT FOLLOWS EARLIER REPORTS AND SUMMARIZES MUCH THAT HAS BEEN LEARNED ABOUT ASSISTED RELOCATION OF RURAL WORKERS TO URBAN LOCATIONS WITHIN NORTH CAROLINA. THESE DEVELOPMENTS INCLUDE ATTEMPTED LINKAGE WITH TRAINING PROGRAMS, SOME SUCCESSFUL OTHERS NOT AND VARIOUS TECHNIQUES TRIED IN RECRUITMENT, JOB DEVELOPMENT AND PLACEMENT AND SUPPORTIVE SERVICES. (NTIS)
EPIC: ED091927 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 218, MC $3.00, MF $1.45)

202 APPROACHES TO SELECTION AND HIRING. PERSPECTIVES ON TRAINING THE DISADVANTAGED--THE HARD-TO-EMPLOY. PERSONNEL SERVICES REVIEW SERIES 2. MAY 70
HARRISON, DON K.:MARCHN, DOROTHY P.
ERIC CLEARINGHOUSE ON COUNSELING AND PERSONNEL SERVICES, ANN ARBOR, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
CONTRACT NO. OEC-3-6-002487-1579-(010)

(CONT.)

202 NOTES: 10P.
CULTURALLY DISADVANTAGED, DISADVANTAGED YOUTH, EMPLOYMENT INTERVIEWS, JOB APPLICATION, NEGRO EMPLOYMENT, SELECTION, TESTING, TESTS
TRADITIONAL EMPLOYMENT SCREENING PROCEDURES: THE INTERVIEW, THE JOB APPLICATION, THE HIGH SCHOOL DIPLOMA AND WORK TRY-OUTS, MAY SCREEN OUT RATHER THAN SCREEN IN THE HARD-TO-EMPLOY. EMPLOYMENT TESTING MAY REFLECT THE TRAINEES ANXIETY, HIS CULTURAL DIFFERENCES, THE IRRELEVANCY OF TEST QUESTIONS, AND HIS INABILITY TO READ RATHER THAN HIS POTENTIAL CAPABILITY AS A WORKER. THIS MONOGRAPH QUESTIONS THE TRADITIONAL EMPLOYMENT TECHNIQUES FOR THE HARD CORE AND SUGGESTS SOME ALTERNATIVES. (DB)
ERIC: ED038561

203 APTITUDE AND RATING FACTORS OF NEGROES AND WHITES. 69
ROCK, DONALD A.;EVANS, FRANKLIN R.
NOTES: 12P.
ABILITY, APTITUDE TESTS, CAUCASIANS, EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, FACTOR ANALYSIS, NEGRO EMPLOYMENT, NEGROES, PERSONNEL EVALUATION, SUPERVISORS, SUPERVISORY ACTIVITIES, TASK PERFORMANCE, TESTS, WORK ATTITUDES
THIS PAPER REPORTS THE RESULTS OF THREE SETS OF FACTOR ANALYSES. THE PURPOSE OF THESE INVESTIGATIONS WAS TO DETERMINE WHETHER, AMONG THE APTITUDE TESTS (1) THERE APPEARED TO BE DIFFERENT APTITUDE PATTERNS FOR NEGROES AND WHITES, (2) WHETHER THE CONFIGURATION OR PATTERN OF THE RATINGS RECEIVED BY NEGROES AND WHITES WERE RELATED IN THE SAME WAY TO THE APTITUDE TESTS, AND (3) WHETHER THE NEGRO AND WHITE RATERS REACTED IN DIFFERENT FASHIONS TO NEGRO AND WHITE MEDICAL TECHNICIANS. THE RESULTS INCLUDE (1) THE PATTERNS ARE MORE SIMILAR THAN THEY ARE DIFFERENT, BUT THERE ARE ENOUGH DIFFERENCES IN THE FACTOR PATTERNS TO WARRANT FURTHER STUDY: (2) THERE SEEMS TO BE LITTLE OVERLAP BETWEEN THE ABILITIES MEASURED BY THE APTITUDE TESTS AND SUPERVISORS AND CO-WORKERS EVALUATIONS OF JOB PERFORMANCE FOR EITHER RACE: (3) EVALUATION BY NEGRO SUPERVISORS OF NEGRO TECHNICIANS REFLECTS THE SAME ABILITIES MEASURES BY THE APTITUDE AND JOB KNOWLEDGE TESTS. EVALUATION BY WHITE SUPERVISORS OF WHITE TECHNICIANS REFLECTS THE JOB KNOWLEDGE TEST TO SOME EXTENT AND SOME SMALL INFLUENCE BY THE ABILITIES MEASURED BY THE APTITUDE TESTS. (AUTHOR/KJ)
ERIC: ED034259

204 ARBITRATION OF EMPLOYMENT DISCRIMINATION CASES: AN EMPIRICAL STUDY 1975
EDWARDS, H.T.
PROCEEDINGS OF NATIONAL ACADEMY OF ARBITRATORS, APRIL-MAY 1975, P. 53-92.
ARBITRATION, COLLECTIVE BARGAINING, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LABOR LAW, LEGISLATION, MINORITIES, PUBLIC ADMINISTRATION, UNIONS
UNLESS EMPLOYERS AND UNIONS BEGIN TO ADOPT ARBITRATION CLAUSES THAT EXPRESSLY EXCLUDE DISCRIMINATION CASES FROM ARBITRATION IT IS LIKELY THAT THESE CASES WILL BE HEARD IN ARBITRATION IN GREAT NUMBERS. A SURVEY OF ARBITRATORS INDICATED THAT THEY FELT THEY WERE COMPETENT TO HANDLE EMPLOYMENT DISCRIMINATION CASES, EVEN THOUGH THEY WERE NOT FAMILIAR WITH CURRENT DEVELOPMENTS IN THE LAW. FUTURE OF ARBITRATION PROCESS IS DISCUSSED.
MGMT: NA75000059-2

205 ARBITRATORS, BLACKS AND DISCIPLINE JAN 75
JENNINGS, KENNETH
PERSONNEL JOURNAL;54:1;32-7,64
ARBITRATION, NEGROES, DISCIPLINE PROBLEMS, GRIEVANCE PROCEDURES, PERSONNEL MANAGEMENT, MINORITY GROUPS, EQUAL OPPORTUNITIES (JOBS), LEGAL RESPONSIBILITY, EMPLOYER EMPLOYEE RELATIONSHIP, LABOR PROBLEMS, AFFIRMATIVE ACTION
A DISCUSSION OF THE HANDLING OF DISCIPLINARY PROBLEMS OF BLACK EMPLOYEES CONCLUDES THAT MANAGEMENT SHOULD BE CONCERNED BECAUSE OF THE EFFECT THAT GRIEVANCE RESOLUTION MAY HAVE ON THE COMPANYS OVERALL EMPLOYEE DISCIPLINE PROGRAM AND THE ADDITIONAL APPEAL ALTERNATIVES AVAILABLE TO THE BLACK EMPLOYEE. (AUTHOR/EA)
ERIC: EJ110478

206 ARE ENVIRONMENTAL REGULATIONS HURTING THE ECONOMY 1975
HAMRIN, R.
CHALLENGE, VOL.18, NO.2, MAY-JUNE 1975, P. 29-38.
CONSUMER PRICE INDEX, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, ENVIRONMENTAL SURVEILLANCE, GNP, GOVERNMENT INTERVENTION, UNEMPLOYMENT, UNITED STATES
IN THE UNITED STATES, THE QUESTION HAS BEEN RAISED AS TO WHETHER THE FEDERAL GOVERNMENTS ENVIRONMENTAL REGULATIONS ARE BURDENING THE ECONOMY AT A TIME ECONOMIC INDICATORS ARE SHOWING A POOR PICTURE OF THE ECONOMY. POLLUTION CONTROL PROGRAMS, HOWEVER, WILL PROBABLY CREATE MORE JOBS THAN THEY DESTROY WITH NEGLIGIBLE EFFECT ON PRICES.
MGMT: CHA75E0029

207 ARE JOB BANKS IMPROVING THE LABOR MARKET INFORMATION SYSTEM JAN 74
ULLMAN, JOSEPH C.;HUBER, GEORGE P.
INDUSTRIAL AND LABOR RELATIONS REVIEW;27;2;171-185
LABOR MARKET, INFORMATION SYSTEMS, COMPUTER ORIENTED PROGRAMS, EMPLOYMENT SERVICES, MANPOWER NEEDS, EMPLOYMENT PROGRAMS, PROGRAM EVALUATION, FEDERAL PROGRAMS, TABLES (DATA), JOB BANKS
LOCAL JOB BANKS, COMPUTER AIDED MAN-JOB MATCHING SYSTEMS, ARE THE SPEARHEAD OF THE MULTIPHASED FEDERAL PROGRAM TO IMPROVE THE FUNCTIONING OF THE LABOR MARKET INFORMATION SYSTEM. AS EVALUATED HERE, THE PROGRAM MAY EVENTUALLY ACHIEVE THIS OBJECTIVE BUT THE

(CONT.)

207 EVIDENCE CONCERNING THE FIRST PHASE IS NOT ENCOURAGING. (DS)
ERIC: EJ090812

209 ARE POWER PLANTS GETTING TOO BIG 1975
BUSINESS WEEK, NO.2373, MARCH 24, 1975, P. 44R-44T.
ECONOMICS, ENERGY, GOVERNMENT AGENCY, INDUSTRIAL ENGINEERING, LABOR FORCE, MANAGEMENT, MANAGEMENT BY RESULTS, SCALE ECONOMIES, TECHNOLOGY, UTILITIES
ELECTRIC UTILITIES HAVE BUILT LARGER POWER PLANTS, PASSED POINT OF DIMINISHING RETURNS. SHORTAGE OF STAFF CONSULTANTS, PROBLEMS WITH MACHINERY, OPERATORS, PLAGUE INDUSTRY.
MGMT: BWE75C2444-5

209 ARE R D ORGANIZATIONS OBSOLETE 1976
THOMPSON, P.H.; DALTON, G.W.
HARVARD BUSINESS REVIEW, VOL.54, NO.6, NOV-DEC 1976, P. 105-116.
CAREER DEVELOPMENT, DISCRIMINATION, EDUCATION, ENTREPRENEURSHIP, HUMAN RESOURCE DEVELOPMENT, INNOVATION, JOB PERFORMANCE, MANAGEMENT, OBSOLESCENCE, PERFORMANCE APPRAISAL, PRODUCT DEVELOPMENT, PROMOTION, RESEARCH AND DEVELOPMENT, SUPERVISION, TECHNOLOGICAL CHANGE
CAREER DEVELOPMENT STAGES IN A TECHNICAL EMPLOYEES CAREER INCLUDE APPRENTICESHIP, INDEPENDENCE, RESPONSIBILITY FOR OTHERS AND THE LAST IDEA INNOVATOR OR UPPER-LEVEL MANAGER STAGE. FOLLOW UP ON CAREER DEVELOPMENT CAN BE BY MATRIX ORGANIZATION, MANPOWER REVIEW AND CAREER MONITORING SYSTEMS.
MGMT: HBR76K0105

210 ARE SOME KEY INDUSTRIES PUSHING UP INFLATION 1975
BUSINESS WEEK, NO.2401, OCT 6, 1975, P. 46-50.
AUTOMOBILE INDUSTRY, BUSINESS ETHICS, CORPORATE BEHAVIOR, ECONOMIC THEORY, ECONOMIC TRENDS, ECONOMICS, FEDERAL TRADE COMMISSION, GOVERNMENTAL CONTROL, INFLATION, MANAGEMENT, MARKET DEMAND, MARKETING, PRICE INDEX, PRICE STRUCTURE, PRICING SYSTEM, PRODUCTIVITY, RECESSION, STEEL INDUSTRY, UNEMPLOYMENT
PRICE RISES MIGHT INDUCE GOVERNMENT TO RESTRAIN THE ECONOMY, ESPECIALLY IN THE FIRST STAGES OF RECOVERY WHEN FEAR OF PRICE STEPUP INCREASING INFLATIONARY PRESSURES IS GREAT. ECONOMISTS ARE CALLING FOR GOVERNMENT PRESSURE BY JAWBONING.
MGMT: BWE75J0646

211 ARE TAX-EXEMPT DIVIDENDS THE ANSWER 1977
BURK, M.
ATLANTA ECONOMIC REVIEW, VOL.27, NO.3, MAY-JUNE 1977, P. 35-39.
CAPITAL SHORTAGE, DIVIDENDS, ECONOMICS, EMPLOYMENT, FISCAL POLICY, INFLATION, LABOR MARKET, RECESSION, TAXATION
THOUGH MANY SUGGEST THAT ELIMINATING TAXATION ON DIVIDENDS WOULD RESULT IN AN INCREASE IN CAPITAL AVAILABILITY, AND WOULD THUS HELP INFLATION AND THE JOB SITUATION, THIS IS NOT ACTUALLY THE CASE. LESS TAXATION WOULD CAUSE AN INCREASED AMOUNT OF CAPITAL, AND WOULD THUS CONTRIBUTE FURTHER TO INFLATION. FURTHER, NEW CAPITAL IS NOT NECESSARILY NEEDED TO CREATE MORE JOBS. THE STRUCTURE OF THE LABOR MARKET MUST BE EXAMINED TO DETERMINE IF MORE JOBS CAN BE CREATED WHICH ARE LESS CAPITAL-INTENSIVE.
MGMT: ATR77E0035

212 ARE THE POOR DIFFERENT A COMPARISON OF WORK BEHAVIOR AND ATTITUDES AMONG THE URBAN POOR AND NON-POOR DEC 74
DAVIDSON, CHANDLER;GAITZ, CHARLES M.
SOCIAL PROBLEMS;22;2;229-245
WORK ATTITUDES, ECONOMICALLY DISADVANTAGED, MINORITY GROUPS, ETHNIC DISTRIBUTION, CULTURAL FACTORS, ETHNIC GROUPS, SOCIOECONOMIC STATUS, SOCIAL DIFFERENCES, RACIAL DIFFERENCES, TEXAS
IN ORDER TO DETERMINE WHETHER POVERTY IS THE RESULT OF THE WORK ORIENTATION OF THE POOR, A SECONDARY ANALYSIS OF DATA OBTAINED FROM A STRATIFIED SAMPLE OF THE HOUSTON POPULATION WAS CONDUCTED, CONTROLLING FOR AGE, SEX, AND ETHNICITY THE FINDINGS ARE INTERPRETED AS CASTING DOUBT ON THE CULTURE OF OVERTY HYPOTHESIS AS IT RELATES TO WORK HABITS AND ATTITUDES. (AUTHOR/JM)
ERIC: EJ120223

213 ARE THERE RETURNS TO SCALE IN CITY SIZE 1976
SEGAL, D.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.58, NO.3, AUG 1976, P. 339-350. BIBLIOG. 23
CITIES, ECONOMIC THEORY, ECONOMICS, LABOR MARKET, MODELING, PRODUCTIVITY, QUANTITATIVE METHODS, SCALE ECONOMIES, STATISTICS, UNITED STATES, WAGES
A MARGINAL PRODUCTIVITY THEORY OF DISTRIBUTION IN CITIES IS DEVELOPED, AND EMPIRICALLY TESTED. THERE ARE PRONOUNCED NET BENEFITS OF AGGLOMERATION IN PRODUCTION IN LARGE METROPOLITAN AREAS. THE MODEL IS EXAMINED TO SEE IF THE MODEL SUPPORTS THE MARGINAL PRODUCTIVITY HYPOTHESIS BY EXPLAINING WAGE AND SALARY INCOMES.
MGMT: RES76M0339

214 ARE WE LIVING UP TO THE PROMISE OF AMERICA DEC 74
GALLUP, GEORGE, JR.
VOCATIONAL GUIDANCE QUARTERLY;23;2;104-114
OCCUPATIONAL GUIDANCE, JOB SATISFACTION, CAREER CHOICE, HIGH SCHOOL STUDENTS, SURVEYS, EDUCATIONAL DEMAND, STATE OF THE ART REVIEWS

(CONT.)
214 THIS ARTICLE DISCUSSES SIGNIFICANT VOCATIONAL GUIDANCE ISSUES SUCH AS CAREER CHOICE, JOB SATISFACTION AND PRODUCTIVITY, CAREER EDUCATION AND FEMALES IN THE WORK FORCE. THE AUTHOR SUGGESTS NEEDED AREAS OF EXPLORATION. COMMENT BY ROBERT HOPPOCK FOLLOWS. (AUTHOR)
ERIC: EJ112241

215 ARE YOU LEGAL AUT 73
LAURENT, DONALD J.;AND OTHERS
ILLINOIS CAREER EDUCATION JOURNAL;31;1;24-28
CHILD LABOR LEGISLATION, COOPERATIVE EDUCATION, MINIMUM WAGE LEGISLATION, WORK EXPERIENCE PROGRAMS, WORKING HOURS, FAIR LABOR STANDARDS ACT
COMMON MISCONCEPTIONS AND NONCOMPLIANCE OF COOPERATIVE EDUCATION PROGRAMS IN REGARD TO THE FEDERAL WAGE AND HOUR LAW. (AUTHOR)
ERIC: EJ095599

216 ARMY OCCUPATIONAL HANDBOOK. OCT 74
DEPARTMENT OF THE ARMY, WASHINGTON, D.C.
NOTES: 99P.
ARMED FORCES, CAREER CHOICE, EMPLOYMENT OPPORTUNITIES, JOBS, MANUALS, MILITARY SERVICE, OCCUPATIONAL INFORMATION, ARMY
THIS HANDBOOK OUTLINES THE MANY EMPLOYMENT OPPORTUNITIES AVAILABLE TO MEN AND WOMEN WHO JOIN THE ARMY. IT WAS PREPARED TO BE USED BY STUDENTS, GUIDANCE PERSONNEL AND ARMY RECRUITERS, AND INCLUDES A LISTING OF RELATED CIVILIAN OCCUPATIONS, ALLOWING COMPARISON BETWEEN THE TWO JOBS. IT IS RECOMMENDED THAT THIS HANDBOOK BE USED IN CONJUNCTION WITH THE DICTIONARY OF OCCUPATIONAL TITLES (DOT) AND THE OCCUPATIONAL OUTLOOK HANDBOOK. (AUTHOR/HMV)
ERIC: ED109581

217 ARTICULATION FOR ALLIED HEALTH. FINAL REPORT. OMNIBUS DISSEMINATION PROJECT. 76
HAVENS, CHERYL C.
KENTUCKY RESEARCH COORDINATING UNIT, LEXINGTON. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 130P.
ARTICULATION (PROGRAM), CAREER LADDERS, CERTIFICATION, CREDITS, CURRICULUM DESIGN, DEGREE REQUIREMENTS, EDUCATIONAL CERTIFICATES, HEALTH OCCUPATIONS, HEALTH OCCUPATIONS EDUCATION, MEDICAL ASSISTANTS, MEDICAL LABORATORY ASSISTANTS, MEDICAL TECHNOLOGISTS, MODELS, POST SECONDARY EDUCATION, SECRETARIES, STATE PROGRAMS, STATE UNIVERSITIES, VOCATIONAL EDUCATION, KENTUCKY
THERE EXISTS IN HEALTH OCCUPATIONS EDUCATION, TWO TYPES OF EDUCATIONAL INSTITUTIONS. ONE TYPE PREPARES STUDENTS FOR A CERTIFICATE, AND THE OTHER FOR A DEGREE. THE OBJECTIVE OF THE ARTICULATION PROJECT FOR ALLIED HEALTH WAS TO ESTABLISH AND DOCUMENT A PROCEDURE BY WHICH STUDENTS WITH TECHNICAL CERTIFICATES COULD RECEIVE COLLEGE CREDIT, RECOMMENDING THE MOST LOGICAL AND EDUCATIONALLY SOUND METHOD OF ACCOMPLISHING CREDIT TRANSFER WITH MINIMAL LOSS OF CREDIT. THE METHODOLOGY INVOLVED IN THE PROJECT WAS TO ASSIMILATE ACCUMULATED DATA AND RECOMMENDATIONS AND TO CONDUCT INTERVIEWS WITH PROFESSIONALS INVOLVED IN THE VARIOUS FIELDS OF STUDY. THE PROFESSIONS CHOSEN FOR THIS STUDY WERE (1) CERTIFIED LABORATORY ASSISTANTS, (2) RADIOLOGIC TECHNOLOGISTS, (3) CERTIFIED OPERATING ROOM TECHNICIANS, AND (4) CERTIFIED RESPIRATORY THERAPY TECHNICIANS. A FIFTH AREA, THAT OF MEDICAL SECRETARY/MEDICAL ASSISTANT, WAS ALSO EXAMINED AND THOUGH A MODEL COULD NOT BE DEVELOPED, AN ASSESSMENT WAS MADE OF THE VARIOUS DEGREE AND NON-DEGREE PROGRAMS IN KENTUCKY WITH REGARD TO THE DEVELOPMENT OF A CAREER LADDER. THE QUALITY OF INSTRUCTION REQUIRED FOR AMA (AMERICAN MEDICAL ASSOCIATION) NATIONAL ACCREDITATION OF PROGRAMS WAS CONSIDERED A BASIS FOR EVALUATION OF VOCATIONAL PROGRAM ESSENTIALS. BEYOND DETERMINING PROGRAM ESSENTIALS, SPECIFIC PROCEDURES BY WHICH CREDIT COULD BE AWARDED TO GRADUATES OF VOCATIONAL-TECHNICAL HEALTH OCCUPATIONS PROGRAMS WAS DELINEATED IN THE PROJECT. (A DESCRIPTION OF MAJOR ACTIVITIES AND SUMMARY OF THE PROGRAM ARTICULATION MODELS FOR THE FIVE PROFESSIONS ARE INCLUDED IN THE REPORT.) (HD)
ERIC: ED134920

218 ARTICULATION GUIDE CONSTRUCTION INDUSTRY SERIES. 75
TEXAS EDUCATION AGENCY, AUSTIN. DEPT. OF OCCUPATIONAL EDUCATION AND TECHNOLOGY. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 5P.; FOR THE FINAL REPORT OF THE PROJECT, SEE CE 004 794; FOR THE INSTRUCTORS GUIDES AND STUDENT MANUALS, SEE CE 004 795-801
ADVISORY COMMITTEES, ARTICULATION (PROGRAM), COOPERATIVE PLANNING, COUNSELOR ROLE, CURRICULUM DEVELOPMENT, CURRICULUM PROBLEMS, INTEGRATED CURRICULUM, POST SECONDARY EDUCATION, SCHOOL INDUSTRY RELATIONSHIP, SECONDARY EDUCATION, TRADE AND INDUSTRIAL EDUCATION
GREATER ARTICULATION EFFORTS CAN INCREASE THE EFFECTIVENESS AND EFFICIENCY OF THE EDUCATIONAL SYSTEM. HORIZONTAL ARTICULATION IS COMMUNICATION AMONG TEACHERS, DEPARTMENTS, AND SCHOOLS OF SIMILAR LEVELS. WITHIN SECONDARY-LEVEL SCHOOLS THE GREATEST HORIZONTAL ARTICULATION PROBLEM AREA IS CURRICULUM DEVELOPMENT. USE OF PROGRAM SPECIALISTS, DEPARTMENTALIZATION, AND COMMERCIAL TEXTBOOKS HAVE ALL CONTRIBUTED TO A NONCOMPREHENSIVE BASIS FOR CURRICULUM. A COOPERATIVE EFFORT AMONG REPRESENTATIVES OF HIGH SCHOOL DEPARTMENTS, BUSINESS, INDUSTRY, AND POSTSECONDARY INSTITUTIONS TO FORMULATE A CHECKLIST OF MUST KNOW SKILLS FOR STUDENTS WOULD BE AN EFFECTIVE WAY TO INTEGRATE CURRICULUM. ALSO, OCCUPATIONAL AND VOCATIONAL VOCABULARY COULD BE INCORPORATED INTO ACADEMIC SUBJECTS. VERTICAL ARTICULATION RELATES TO COMMUNICATION BETWEEN EDUCATIONAL LEVELS. ITS PRACTICE WOULD INSURE CONTINUITY IN CONSTRUCTION TRAINING PROGRAMS FROM HIGH

(CONT.)
218 SCHOOL TO POSTSECONDARY INSTITUTIONS, PERHAPS THROUGH THE USE OF A MODULARIZED CURRICULUM. THE GUIDANCE COUNSELOR SHOULD PROVIDE A VALUABLE ARTICULATION SERVICE WITHIN THE SCHOOL AND COMMUNITY. ARTICULATION IS NEEDED RELATED TO THE CHANGING ROLE OF WOMEN IN CONSTRUCTION. AN ADVISORY COMMITTEE OF REPRESENTATIVES FROM THE VARIOUS TRADES, MANAGEMENT, PROFESSIONAL, AND TECHNICAL GROUPS COULD KEEP INSTRUCTORS AND COUNSELORS INFORMED OF CONDITIONS IN THE INDUSTRY AND ALSO ASSIST WITH PLACEMENT. (AUTHOR/MS)
ERIC: ED112043 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 017-080-01417-3)

219 ARTIFICIAL BARRIERS TO EMPLOYMENT OF CRIMINAL OFFENDERS MAY 75
MILLER, NEAL
MILLER (NEAL), WASHINGTON, D.C. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LA3CR), WASHINGTON, D.C.
CONTRACT NO. OL-OAS-74-3341
NOTES: FINAL REPT. JUN 74-MAR 75 86P
PERSONNEL SELECTION, CRIME, OFFENDERS, NTISLABASP
THE EMPHASIS IS ON THE DEPARTMENT OF LABORS (DOL) EFFORTS UNDER TITLE III OF THE COMPREHENSIVE EMPLOYMENT TRAINING ACT (CETA) TO PRESENT ALTERNATIVES FOR WHAT MIGHT BE DONE UNDER THAT AUTHORITY. A DESCRIPTION AND ANALYSIS IS GIVEN OF THE ARTIFICIAL BARRIERS TO EMPLOYMENT FACING THE OFFENDER. IT IS SHOWN THAT MUCH OF THE INFORMATION PROVIDED BY ARREST RECORDS IS IRRELEVANT AND IMPROPERLY USED. THE SUITABILITY OF THE APPLICANT CAN BE DETERMINED BY THE USE OF MORE RELEVANT INFORMATION SUCH AS HIS/HER WORK HISTORY. IT IS CONCLUDED THAT THERE ARE TWO AREAS IN WHICH DISCRIMINATION OF THIS SORT CAN BE FOUGHT BY CHANGING EMPLOYERS BELIEFS IN THE RELEVANCY OF CRIMINAL RECORDS, AND BY LIMITING THE AVAILABILITY OF CRIMINAL RECORDS TO EMPLOYERS. NUMEROUS RECOMMENDATIONS ARE MADE FOR ACTION BY THE DOL THROUGH THE PUBLIC EMPLOYMENT PROGRAM UNDER CETA, THROUGH COORDINATION OF OTHER DOL ACTIVITIES SUCH AS JOB CORPS AND BUREAU OF APPRENTICESHIP AND TRAINING, THROUGH WORK WITH OTHER FEDERAL AGENCIES TO INCREASE ACCESS TO FEDERAL CIVIL SERVICE EMPLOYMENT, STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT UNDER THEIR JURISDICTIONS.
NTIS: PB-256 654/5ST NTIS PRICES PC$5.00/MF$3.00

220 ARTIFICIAL-BREEDING TECHNICIAN II 407.364 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. OCT 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, LIVESTOCK, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ARTIFICIAL BREEDING TECHNICIAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060109

221 AS OUR THIRD CENTURY BEGINS-THE QUALITY OF LIFE 1977
MOYNIHAN, D.P.
ACROSS THE BOARD, VOL.14, NO.5, MAY 1977, P. 24-37.
CAPITAL INVESTMENTS, CRIME, ECONOMIC GROWTH, ECONOMICS, EDUCATION, GOVERNMENT SPENDING, GOVERNMENTAL CONTROL, HEALTH, PRODUCTIVITY, QUALITY OF LIFE, TAXATION, UNEMPLOYMENT
EXAMINES TRENDS IN HEALTH CARE, EDUCATION, THE ECONOMY AS THEY REFLECT CHANGES IN THE QUALITY OF LIFE IN AMERICA, AND THE CRITICAL CHOICES FACING AMERICANS: DESIRED GROWTH AND EXTENT OF GOVERNMENT INVOLVEMENT.
MGMT: C3P77E0024

222 ASPARAGUS SORTER (AGRIC.: CAN. & PRESERV.: WHOLE TR.) 529.687 (3-04.10)--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
AGRIBUSINESS, AGRICULTURAL LABORERS, APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASPARAGUS SORTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD

(CONT.)

222 SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069769

223 ASPECTS OF VOUCHERED WIN TRAINEES EXPERIENCES WITH VOCATIONAL TRAINING SCHOOLS EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM. OCT 76
DUNNING, BRUCE B.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. 51-11-73-02
NOTES: 65P.; FOR RELATED DOCUMENTS SEE UD 016 675 AND ED 114 916
COMPARATIVE ANALYSIS, EDUCATIONAL EXPERIENCE, EDUCATION VOUCHERS, FEASIBILITY STUDIES, INTERVIEWS, PARTICIPANT SATISFACTION, POST SECONDARY EDUCATION, PRIVATE SCHOOLS, PUBLIC SCHOOLS, STUDENT EVALUATION OF TEACHER PERFORMANCE, STUDENT NEEDS, STUDENT OPINION, TRAINEES, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, OREGON (PORTLAND), WORK INCENTIVE PROGRAM
AS PART OF A PROGRAM TO TEST THE FEASIBILITY OF VOUCHERING INSTITUTIONAL VOCATIONAL TRAINING IN THE WORK INCENTIVE PROGRAM (WIN) IN PORTLAND, OREGON, PREVIOUS FINDINGS FROM A MARCH, 1975 STUDY OF 27 PUBLIC AND PRIVATE SCHOOLS IN WHICH WIN PARTICIPANTS WERE ENROLLED WERE CHECKED AGAINST THE EXPERIENCES OF 113 STUDENTS SURVEYED IN THE SUMMER AND FALL OF 1975, AFTER THEY HAD COMPLETED OR LEFT THE PROGRAM. (SELECTED DATA FROM INTERVIEWS WITH VOUCHERED TRAINEES ARE PRESENTED ON SUCH AREAS AS ADMISSION PROCEDURES, COUNSELING AND GUIDANCE, PLACEMENT ASSISTANCE, EVALUATION OF INSTRUCTIONAL STAFF, AND OVERALL SATISFACTION.) IN BOTH THE PUBLIC AND PRIVATE SCHOOLS THE MAJORITY OF THE STUDENTS INDICATED THAT THEY DID NOT HAVE THE BAD EXPERIENCES SOMETIMES ENCOUNTERED BY VOCATIONAL TRAINEES, GAVE THEIR INSTRUCTORS RELATIVELY HIGH RATINGS, AND WERE EITHER HIGHLY OR MODERATELY SATISFIED WITH THEIR TRAINING. THE CONCLUSIONS OF THE EARLIER STUDY ARE ESSENTIALLY SUPPORTED, ALTHOUGH THE DATA REFLECT SOME WEAKNESSES OF THE PRIVATE RELATIVE TO THE PUBLIC SCHOOLS. PRIVATE SCHOOLS WERE RATED SLIGHTLY LOWER BY THE STUDENTS, LARGELY DUE TO UNFULFILLED EXPECTATIONS FROM PRIVATE RECRUITMENT PRACTICES AND ADVERTISING. IT ALSO APPEARS THAT PRIVATE SCHOOLS NEED TO UPGRADE THE QUALITY OF THEIR INSTRUCTIONAL STAFFS. AN EXECUTIVE SUMMARY OF THE EARLIER SCHOOL REPORT IS APPENDED. (MF)
ERIC: ED134712

224 ASPIRATION VS. OPPORTUNITY CAREERS IN THE INNER CITY. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS, NUMBER 20. 73
BULLOCK, PAUL
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 176P.
DISADVANTAGED YOUTH, EQUAL OPPORTUNITIES (JOBS), GHETTOS, LABOR FORCE, LABOR MARKET, LOW INCOME GROUPS, MEXICAN AMERICANS, NEGROES, OCCUPATIONAL ASPIRATION, UNEMPLOYMENT, CALIFORNIA, EAST LOS ANGELES, WATTS
THIS BOOK IS A REPORT OF THE PROCESS BY WHICH YOUNG MEN IN LOW INCOME BLACK AND CHICANO GHETTOS ENTER THE LABOR MARKET. OF THE IDENTIFIABLE GROUPS WHOSE EMPLOYMENT EXPERIENCE IS REPORTED AND EVALUATED IN OFFICIAL CENSUSES AND SURVEYS, NONE HAS SUFFERED A HIGHER AND MORE PERSISTENT RATE OF UNEMPLOYMENT THAN HAS THE MINORITY YOUTH LABOR FORCE. CLEARLY THERE IS A CHRONIC PROBLEM OF UNEMPLOYMENT AND UNDEREMPLOYMENT WHICH PERSISTS DESPITE CYCLICAL MOVEMENTS, OR EVEN SECULAR GROWTH, IN AGGREGATE INDICES SUCH AS GROSS NATIONAL PRODUCT AND TOTAL EMPLOYMENT. STRONG ECONOMIC GROWTH AND FULL EMPLOYMENT POLICIES ARE NECESSARY BUT NOT A SUFFICIENT CONDITION FOR MEASUREABLE IMPROVEMENT IN THE ECONOMIC STATUS OF MINORITY YOUTH IN CENTRAL CITY GHETTOS. THE RESEARCH IN THIS STUDY ENCOMPASSED CLOSE PERSONAL KNOWLEDGE AND CONTACT OF THE GROUP THAT WAS SURVEYED--YOUNG MEN AND WOMEN LIVING IN THE EAST LOS ANGELES AND WATTS AREAS. INTERVIEWS CONDUCTED FOCUSED ON TWO SUBJECT CATEGORIES (1) THE QUANTITY AND QUALITY OF LABOR MARKET INFORMATION RECEIVED BY YOUNG PEOPLE AND ITS EFFECT ON CAREER ASPIRATIONS AND JOB SEARCH; AND (2) THE ECONOMIC IMPACT OF THE ILLEGAL SOFT DRUG (MARIJUANA AND PILLS) INDUSTRY IN THE COMMUNITY. BASED ON THESE FINDINGS, CHAPTERS IN THE REPORT ARE DEVOTED TO AN OVERVIEW OF YOUTH LABOR MARKET, COUNSELING AND SCHOOL EXPERIENCE, PERCEPTIONS ABOUT LABOR MARKET, CHOOSING A CAREER, AND SPECIAL OBSTACLES TO YOUTH EMPLOYMENT. (AUTHOR/RJ)
ERIC: ED080624 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, BOX 3-1, ANN ARBOR, MICH. 48106 ($2.95)

225 ASPIRATIONS AND CAPABILITIES OF RURAL YOUTH IN RELATION TO PRESENT AND PROJECTED LABOR MARKET REQUIREMENTS. AES BULLETIN 722. MAY 67
JORDON, MAX F., AND OTHERS
ARKANSAS AGRICULTURAL EXPERIMENT STATION, FAYETTEVILLE; ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: 58P.
ASPIRATION, APTITUDE, RURAL YOUTH, MANPOWER NEEDS, COMPARATIVE ANALYSIS, RURAL AREAS, OCCUPATIONAL ASPIRATION, ACADEMIC ASPIRATION, LOW INCOME COUNTIES, QUESTIONNAIRES,

(CONT.)

225 VOCATIONAL APTITUDE, ACADEMIC APTITUDE, HIGH SCHOOL STUDENTS, GRADE 12, ARKANSAS
TO DETERMINE THE ASPIRATIONS AND CAPABILITIES OF RURAL YOUTH AND RELATE THEM TO EXPERIENCE, BACKGROUND, AND OCCUPATIONAL PLANS TESTS, INVENTORIES, AND A QUESTIONAIRE WERE ADMINISTERED TO 165 SENIOR BOYS IN 10 HIGH SCHOOL IN TWO LOW-INCOME ARKANSAS COUNTIES. SIGNIFICANT RELATIONSHIPS BETWEEN VARIABLES WERE ASCERTAINED THROUGH THE USE OF MULTIPLE LINEAR REGRESSION TECHNIQUES. CONCLUSIONS INCLUDED (1) MECHANICAL INTERESTS, SCIENTIFIC INTERESTS, ASCENDANCE, SOCIAL CLASS VALUE ORIENTATION, AND THE NUMBER OF YEARS OF EDUCATION AND TRAINING PLANNED AFTER HIGH SCHOOL WERE SIGNIFICANTLY RELATED TO OCCUPATIONAL ASPIRATIONS, (2) READING SPEED, SIGNIFICANTLY RELAY WERE FOUND TO BE SIGNIFICANTLY RELATED TO THE DISCREPANCY BETWEEN ASPIRATIONS AND CAPABILITIES, AND (4) WIDE DISCRIPANCIES WERE FOUND BETWEEN THE OCCUPATIONAL PLANS OF THE STUDENTS AND THE PROJECTED U.S. NEEDS FOR 1970 IN SOME OCCUPATIONAL CATEGORIES. RECOMMENDATIONS INCLUDED (1) INCLUSION OF REMEDIAL READING IN THE CURRICULA, (2) DEVELOPMENT OF AN OCCUPATIONAL UNIT IN EACH DEPARTMENT OF THE HIGH SCHOOL, (3) ESTABLISHMENT OF GUIDANCE SERVICES, AND (4) DEVELOPMENT OF SPECIAL PROGRAMS FOR LOW CAPABILITY STUDENTS. (DM)
AIM/ARM: VT002362

226 ASSEMBLER (ELEC. EQUIP.) 826.884, ASSEMBLER, ELECTRICAL (ELEC. EQUIP.) 826.884--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069647

227 ASSEMBLER (LAUND.) 9-57.21: FLATWORK CATCHER (LAUND.) 9-57.21: FLATWORK FEEDER (LAUND.) 9-57.21: FLATWORK FOLDER (LAUND.) 9-57.21: LAUNDRY COLLECTOR (LAUND.) 9-57.21--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, FLATWORK CATCHER, FLATWORK FEEDER, FLATWORK FOLDER, GATB, GENERAL APTITUDE TEST BATTERY, LAUNDRY ASSEMBLER, LAUNDRY COLLECTOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065606

228 ASSEMBLER II (RUBBER GOODS) 753.987--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASSEMBLERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR

(CONT.)

228 COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC; ED063411

229 ASSEMBLER, ACCESSORIES (ELEC. EQUIP.; ELECTRONICS) 729.587--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUN 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 17P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRONIC EQUIPMENT, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, ASSEMBLER (ELECTRONIC EQUIPMENT), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC; ED068545

230 ASSEMBLER, AUTOMOBILE 806.887 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 8P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, MOTOR VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASSEMBLER AUTOMOBILE, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED061306

231 ASSEMBLER, COMMUNICATIONS EQUIPMENT (ELECTRONICS) 7-00.883--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), COMMUNICATIONS, CUTTING SCORES, ELECTRONIC EQUIPMENT, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COMMUNICATIONS EQUIPMENT ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
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ERIC; ED065569

232 ASSEMBLER, DRY CELL BATTERY 9-00.91 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASSEMBLER (DRY CELL BATTERY), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060105

233 ASSEMBLER, ELECTRICAL ACCESSORIES I 7-00.921--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED072064

234 ASSEMBLER, ELECTRICAL ACCESSORIES II 7-00.904 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRICAL ACCESSORIES ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060120

235 ASSEMBLER, MEDICAL AND SURGICAL SUPPLIES (INST. & APP.) 719.885-014: MEDICAL AND SURGICAL SUPPLIES ASSEMBLER (INST. & APP.) 719.885-022--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. OCT 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, INDUSTRIAL TRAINING, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MEDICAL SUPPLIES (ASSEMBLER), SURGICAL SUPPLIES (ASSEMBLER)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

(CONT.)
235 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072059

236 ASSEMBLER, MICROWAVE TUBE (ELECTRONICS) 725.884--TECHNICAL REPORT ON DEVELOPMENT OF USES TEST BATTERY. FEB 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRONICS INDUSTRY, EVALUATION CRITERIA, JOB APPLICATION, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MICROWAVE TUBE ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067408

237 ASSEMBLER, OIL FILTERS (AUTO MFG.) 739.887--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. NOV 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069644

238 ASSEMBLER, SMALL PRODUCTS (ANY IND.) 739.887-034--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. AUG 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE

(CONT.)

238 PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069643

239 ASSERTIVENESS TRAINING FOR JOB-SEEKING SKILLS SPR 77
BALL, PATRICIA G.;MCLOUGHLIN, MARY ELLEN
TENNESSEE EDUCATION;7;1;5-15
ASSERTIVENESS, EMPLOYMENT INTERVIEWS, JOB APPLICANTS, JOB SEARCH METHODS, MINORITY GROUPS, SIMULATION, QUESTIONNAIRES, ROLE PLAYING
ASSERTIVENESS TRAINING FOR JOB-SEEKING SKILLS INCLUDES SKILL DEVELOPMENT IN INITIATING THE JOB SEARCH; ARRANGING ACTUAL INTERVIEWS; PREPARING A RESUME; ARTICULATING STRENGTHS, WEAKNESSES, AND CAREER OBJECTIVES; RESPONDING ASSERTIVELY IN INTERVIEWS; ASKING APPROPRIATE QUESTIONS; ACCEPTING OR REJECTING JOB OFFERS; CONFRONTING DISCRIMINATION; NEGOTIATING SALARY AND CONTRACTS AND MANAGING UNDUE ANXIETY AND NERVOUSNESS. (AUTHOR/NQ)
ERIC: EJ162846

240 ASSESSING THE ECONOMIC SCENE. 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 25P.PUBLICATION BASED UPON THE TESTIMONY OF SECRETARY OF LABOR GEORGE P. SHULTZ BEFORE THE JOINT ECONOMIC COMMITTEE OF THE U.S. CONG
FEDERAL PROGRAMS, OBJECTIVES, PUBLIC POLICY, UNEMPLOYED, MANPOWER DEVELOPMENT, DISADVANTAGED GROUPS, YOUTH EMPLOYMENT, NEGRO EMPLOYMENT, ADULT VOCATIONAL EDUCATION, PROGRAM PLANNING
THE BEST SOLUTION TO THE POVERTY PROBLEM AND ONE OF OUR NATIONS MAJOR GOALS TODAY IS TO STOP INFLATION WITHOUT CAUSING SIGNIFICANT UNEMPLOYMENT. PRESENT MANPOWER POLICY ASSUMES THAT THIS IS POSSIBLE IF INFLATION IS REDUCED GRADUALLY, BECAUSE TRAINING PROGRAMS ARE BEING USED TO SUPPLEMENT TRADITIONAL MONETARY AND FISCAL POLICY, AND BECAUSE THERE IS A TREND TOWARD EMPLOYMENT IN INDUSTRIES LESS SENSITIVE TO CYCLICAL FLUCTUATIONS. MANPOWER PROGRAMS SHOULD BE PLANNED WITHIN THE CONTEXT OF OUR SOCIAL GOALS OF (1) REACHING GOALS WITH SERIOUS EMPLOYMENT PROBLEMS SUCH AS NEGROES AND YOUTH, (2) BUILDING NEEDED SKILLS TO ELIMINATE BOTTLENECKS, (3) DEVELOPING BETTER PLACEMENT SERVICES TO MAKE THE LABOR MARKET MORE EFFICIENT, AND (4) IMPROVING UNEMPLOYMENT INSURANCE. (SH)
AIM/ARM: VT009760

241 ASSESSING THE IMPACT OF ALTERNATIVE ECONOMIC OUTCOMES ON SOCIAL OBJECTIVES JAN 71
BERGMANN, BARBARA R.
MARYLAND UNIV., COLLEGE PARK. PROJECT ON THE ECONOMICS OF DISCRIMINATION.
GRANT NO. OEO-CG-3138
NOTES: 21P
ECONOMIC MODELS, MANPOWER, ECONOMIC SIDE EFFECTS, INPUT OUTPUT MODELS, OEO
THE PAPER DISCUSSES THE USE OF INPUT-OUTPUT MODELS TO FORECAST THE SOCIAL AND ENVIRONMENTAL EFFECTS OF ECONOMIC PROGRAMS.
NTIS: PB-218 964/5 NTIS PRICES PC$3.00/MF$0.95

242 AN ASSESSMENT CENTER AT WORK 1975
ANUNDSEN, K.
PERSONNEL, VOL.52, NO.2, MARCH-APRIL 1975, P. 29-36.
CAREER DEVELOPMENT, FEEDBACK, FOOD INDUSTRY, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGEMENT TRAINING, TRAINING AND DEVELOPMENT
A LOOK AT HOW GINOS, INCORPORATED, A FAST-FOOD CHAIN, RECOGNIZED A WEAKNESS IN MANPOWER PLANNING AND CORRECTED IT BY DEVELOPING CAREER DEVELOPMENT CENTERS.
MGMT: PER75C0029

243 AN ASSESSMENT OF COGNITIVE BEHAVIOR OF ECONOMICALLY DISADVANTAGED YOUNG ADULTS IN NORTH MISSISSIPPI. JAN 73
WOLFE, LILLIAN S.;AND OTHERS
MISSISSIPPI UNIV., UNIVERSITY. CENTER FOR MANPOWER STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 25P.; WORKING PAPER-1
ACADEMIC ABILITY, COGNITIVE ABILITY, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, INTELLIGENCE QUOTIENT, INTELLIGENCE TESTS, JOB TRAINING, LITERACY, PREDICTIVE ABILITY (TESTING), TEST INTERPRETATION, TESTS, TEST SELECTION, TESTS OF SIGNIFICANCE, TEST VALIDITY, LANGMUIR ORAL DIRECTION TEST, ODT, WAIS, WECHSLER ADULT INTELLIGENCE SCALE
THIS STUDY SOUGHT TO DETERMINE THE APPROPRIATENESS OF TWO CONVENTIONAL INTELLIGENCE TESTS FOR ASSESSING THE ABILITY OF ECONOMICALLY DEPRIVED YOUNG ADULTS PARTICIPATING IN JOB TRAINING PROGRAMS BY COMPARING THEIR TEST RESULTS WITH THOSE OF THE TEST STANDARDIZATION GROUPS. THE WECHSLER ADULT INTELLIGENCE SCALE (WAIS), AND THE LANGMUIR ORAL DIRECTION TEST (ODT), WERE ADMINISTERED TO SUBJECTS ON DIFFERENT DAYS. AN ANALYSIS OF TEST FINDINGS REVEALED THAT TWO OF THE POVERTY SAMPLES, THE MANPOWER AND VOCATIONAL TRAINING, WERE FOUND TO BE HOMOGENEOUS. THEY RESEMBLED THE WAIS NORMATIVE SAMPLE ON MEANS, STANDARD DEVIATIONS, AND CORRELATIONS, WHEREAS THE OTHER GROUP, THE NEIGHBORHOOD YOUTH CORPS, DIFFERED SIGNIFICANTLY. POSSIBLE EXPLANATIONS FOR THESE DISCREPANCIES MAY BE CHRONOLOGICAL AGE, SEX, OR RACE EVALUATIONS OF THESE FACTORS WERE NOT CONDUCTED. THE STUDY DOES SHOW CONCLUSIVELY HOWEVER, THAT POVERTY STATUS ALONE DOES NOT GUARANTEE BELOW-AVERAGE SCORES ON INTELLIGENCE TESTS. (SN)
ERIC: ED072295

244 AN ASSESSMENT OF CULTURAL AND LINGUISTIC VARIABLES IN MANPOWER AND VOCATIONAL SKILL TRAINING PROGRAMS FINAL REPORT AND SUMMARY. 1 JUL 73
OLYMPUS RESEARCH CORP., SALT LAKE CITY, UTAH. BUREAU OF ADULT, VOCATIONAL, AND TECHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF MANPOWER DEVELOPMENT AND TRAINING.
GRANT NO. OEG-0-71-4777(335)
NOTES: 476P.; INCLUDES PROCEEDINGS OF THE CONFERENCE ON CULTURAL LINGUISTIC VARIABLES IN MANPOWER VOCATIONAL SKILLS TRAINING PROGRAMS (WASHINGTON, D.C., MAY 31-JUNE 1, 1973); PAGINATION IS INCONSISTENT, BUT DOCUMENT IS COMPLETE
AMERICAN INDIANS, CROSS CULTURAL STUDIES, CULTURAL FACTORS, EDUCATIONAL DISADVANTAGEMENT, INSTRUCTIONAL PROGRAMS, JOB TRAINING, LANGUAGE SKILLS, MANPOWER DEVELOPMENT, MEXICANS, MINORITY GROUPS, NEGROES, QUESTIONNAIRES, SOCIOECONOMIC INFLUENCES, SOCIOLINGUISTICS, SPANISH AMERICANS, SPANISH SPEAKING, STATISTICAL DATA, VOCATIONAL EDUCATION, APPALACHIAN WHITES
THE PRIMARY OBJECTIVES OF THE STUDY WERE (1) TO DETERMINE THE EXTENT TO WHICH CULTURAL OR LANGUAGE DIFFERENCES PREVENTED MEMBERS OF THE TARGET GROUP FROM PROFITING FROM VOCATIONAL EDUCATION AND MANPOWER TRAINING, AND (2) TO RECOMMEND REMEDIES FOR ANY OBSERVED OBSTACLES TO SUCCESSFUL TRAINING. INFORMATION WAS GATHERED PRIMARILY BY QUESTIONNAIRE/INTERVIEW SURVEYS OF ADMINISTRATIVE, SUPPORT, AND TEACHING STAFFS AT MANPOWER TRAINING CENTERS. THE MINORITIES STUDIED IN THE PROJECT WERE BLACKS, CHICANOS, NATIVE AMERICANS, AND APPALACHIAN WHITES. OFFERING HYPOTHESES ABOUT EACH SPECIFIC MINORITY GROUP, THE STUDY CONCLUDES THAT CULTURAL DIFFERENCES POSE NO SIGNIFICANT OBSTACLES. THE FINAL GENERAL HYPOTHESES OF THE STUDY IS ANY EFFECTIVE ASSESSMENT OF THE EDUCATIONAL PROBLEMS OF MINORITY MEMBERS IN TRAINING PROGRAMS IS NOT COMPLETE UNLESS IT CONSIDERS THE SOCIAL, ECONOMIC, AND POLITICAL REALITIES OF THE TRAINEES ENVIRONMENT. TWO-THIRDS OF THE DOCUMENT CONSISTS OF APPENDIXES DEVOTED TO SAMPLE QUESTIONNAIRES, STATISTICAL SUMMARIES, AND THREE RELATED DOCUMENTS (1) PERSPECTIVES ON BLACK MANPOWER VOCATIONAL DEVELOPMENT CULTURAL PARAMETERS, A SYMPOSIUM, (2) CHICANO CULTURE AND OCCUPATIONAL OPPORTUNITY A PANEL DISCUSSION, AND (3) PROCEEDINGS OF THE CONFERENCE ON CULTURAL LINGUISTIC VARIABLES IN MANPOWER VOCATIONAL SKILLS TRAINING PROGRAMS. (MW)
ERIC: ED095410

245 AN ASSESSMENT OF EMPLOYMENT OPPORTUNITIES FOR HIGH SCHOOL GRADUATES IN DOWNTOWN MANHATTAN, A STUDY TO AID THE PLANNING OF A NEW COMMERCIAL HIGH SCHOOL, INCLUDING ASSESSMENT OF CERTAIN COMMUNITY RESOURCES LIKELY TO BE AVAILABLE TO THE SCHOOL. JUN 74
BARNES, DONALD E.;AND OTHERS
DOWNTOWN-LOWER MANHATTAN ASSOCIATION, NEW YORK, N.Y. NEW YORK CITY BOARD OF EDUCATION, BROOKLYN, N.Y.
NOTES: 24P.; BEST COPY AVAILABLE
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, ENTRY WORKERS, HIGH SCHOOL GRADUATES, JOB MARKET, JOB SKILLS, JOB TRAINING, OCCUPATIONAL SURVEYS, SECONDARY EDUCATION, VOCATIONAL EDUCATION, NEW YORK CITY
CHARACTERISTICS OF THE ENTRY-LEVEL JOB MARKET IN LOWER MANHATTAN, OR DOWNTOWN, FOR NEW HIGH SCHOOL GRADUATES WERE ASSESSED. QUESTIONNAIRE-GUIDED INTERVIEWS WITH REPRESENTATIVES OF PRINCIPAL INDUSTRIES AND OCCUPATIONS WERE CONDUCTED WITHIN FIVE MAJOR EMPLOYMENT GROUPS BANKING, INSURANCE, SECURITIES, COMMUNICATIONS AND TRANSPORTATION, AND GOVERNMENT. THE STUDY COVERED ABOUT 10 PERCENT OF JOBS, OR 108,000 POSITIONS, AND OF THE TOTAL, 64 PERCENT (MAINLY IN INSURANCE, BANKING AND SECURITIES) DID NOT REQUIRE COLLEGE DEGREES. RESPONDENTS INDICATED THAT WORK EXPERIENCE DURING HIGH SCHOOL WAS IMPORTANT; GENEROUS TUITION BENEFITS WERE OFTEN AVAILABLE FOR EMPLOYEES HIGHER EDUCATION; IT WAS NOT FEASIBLE TO HOLD REGULAR CLASSES ON BUSINESS PREMISES; AND A HIGH PROPORTION OF ENTRY-LEVEL JOBS DO NOT REQUIRE TYPING SKILLS. INTEREST WAS SHOWN IN GREATER DEVELOPMENT OF WORD PROCESSING AND BASIC ELECTRONIC DATA PROCESSING SKILLS, AND MANY OPPORTUNITIES WERE AVAILABLE FOR MALE HIGH SCHOOL GRADUATES. OVERALL, NO MAJOR CHANGES WERE REVEALED IN THE JOB MARKET THAT WOULD REQUIRE TRAINING FOR NEW KINDS OF CAREERS, ALTHOUGH A GRADUAL GROWTH WAS NOTED. INSTRUMENTS USED TO ASSESS EMPLOYMENT MARKET DEMAND AND EMPLOYERS RESOURCES AND NEEDS AND A LIST OF EMPLOYER DEVELOPED COURSES ARE APPENDED. (MDW)
ERIC: ED103718

246 ASSESSMENT OF MANAGEMENT POTENTIAL: SCALE DESIGN, TRAINING EFFECTS AND RATER/RATEE SEX EFFECTS 1975
NORTON, S.D.; GUSTAFSON, D.P.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 237-239, BIBLIOG. 4
BEHAVIORAL SCIENCE, CAREER DEVELOPMENT, CORRELATION ANALYSIS, DECISION MAKING, EFFICIENCY, FEEDBACK, INDUSTRIAL PSYCHOLOGY, MANAGEMENT, MATRIX, PERFORMANCE, PERSONNEL MANAGEMENT, STATISTICS, SUPERIOR SUBORDINATE RELATIONSHIP, SUPERVISOR, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
THE CONSTRAINTS INVOLVED IN THE RATING SCALE DESIGN AND TRAINING PROCESSES ARE IDENTIFIED. STATISTICAL COMPARISONS OF RATINGS BEFORE AND AFTER TRAINING FOR MALE AND FEMALE GROUPS ARE TABULATED. SETTING AND ACHIEVING OBJECTIVES, DEVELOPMENT OF SUBORDINATES, PROBLEM-SOLVING AND DECISION MAKING ABILITY, EFFECTIVENESS WITH OTHER WORK GROUPS, EFFECTIVENESS UNDER STRESS, AND INITIATIVE ARE EXAMINED BEFORE AND AFTER TRAINING.
MGMT: AMJ75MP237

247 ASSESSMENT OF OPERATIONS AND MANAGEMENT OF OPPORTUNITIES INDUSTRIALIZATION CENTERS. REPORT TO THE CONGRESS. 72
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 105P.
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, MANPOWER DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, SKILL CENTERSS, UNDEREMPLOYED, UNEMPLOYED, OIC, OPPORTUNITIES INDUSTRIALIZATION CENTERS
PATTERNED AFTER A MODEL DEVELOPED IN PHILADELPHIA IN 1964 WITHOUT FEDERAL FUNDS, THE OPPORTUNITIES INDUSTRIALIZATION CENTER (OIC) PROGRAM EMPHASIZES MINORITY GROUP LEADERSHIP AND SEEKS TO ATTRACT THE UNEMPLOYED AND UNDEREMPLOYED WHO ORDINARILY WOULD NOT HAVE BEEN ATTRACTED TO PUBLIC MANPOWER PROGRAMS. THE PROGRAM BASIC EDUCATION, SKILL TRAINING, AND JOB PLACEMENT ASSISTANCE. THE FIVE OICS REVIEWED HAVE MADE MEASURABLE PROGRESS IN ENROLLMENT, TRAINING, SUPPORTIVE SERVICES, JOB DEVELOPMENT, JOB PLACEMENT, AND COMMUNITY ACCEPTANCE. HOWEVER, EFFICIENT RESOURCE UTILIZATION REQUIRES IMPROVEMENT IN OPERATIONS AND MANAGEMENT. SPECIFIC AREAS FOR IMPROVEMENT ARE RECRUITING, COUNSELING, TRAINING, JOB PLACEMENT, FOLLOWUP, AND EVALUATION. (9H)
ERIC: ED065691 U.S. GENERAL ACCOUNTING OFFICE, ROOM 6417, 441 G STREET, N.W., WASHINGTON, D.C. 20548 ($1.00)

248 AN ASSESSMENT OF TECHNICAL ASSISTANCE AND TRAINING NEEDS IN NEW CAREERS PROJECTS BEING SPONSORED BY THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE. JUL 69
WILSON, JERUSA C.;AND OTHERS
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 123P.
CAREER OPPORTUNITIES, EDUCATIONALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, JOB DEVELOPMENT, ON THE JOB TRAINING, POVERTY PROGRAMS, PROGRAM EFFECTIVENESS, PROMOTION (OCCUPATIONAL), UNEMPLOYED, NEW CAREERS
THE NEW CAREERS CONCEPT INVOLVES HELPING THE DISADVANTAGED TO HELP THEMSELVES, BY OFFERING THEM ENTRY LEVEL JOBS WITH THE OPPORTUNITY FOR ADVANCEMENT TO THE PROFESSIONAL LEVEL. A DEFINITE HIERARCHY IS ESTABLISHED ACCORDING TO TASKS AND EDUCATIONAL REQUIREMENTS, AND TRAINING IS PROVIDED DURING THE WORK DAY TO PROVIDE THE MEANS FOR ADVANCEMENT. THE PURPOSE OF THIS STUDY OF THE STRENGTHS AND WEAKNESSES OF THE NEW CAREERS PROGRAM IS TO PERMIT MORE ACCURATE DETERMINATION OF THE PROGRAMS NEEDS BY THE DEPARTMENT OF LABOR. MAJOR ACHIEVEMENTS OF THE PROGRAM INCLUDE (1) HIGH RETENTION RATE, (2) SUBSTANTIAL SALARY GAINS BY PARTICIPANTS, (3) ACCURACY IN REACHING TARGET POPULATION, (4) DEVELOPMENT OF PUBLIC SERVICES JOBS, (5) ASSISTANCE FROM INSTITUTIONS OF HIGHER EDUCATION, WITH MANY PARTICIPANTS RECEIVING COLLEGE CREDIT, (6) SUCCESS IN DEVELOPING CAREER LADDERS, (7) PARTICIPATION OF LOCAL EMPLOYING AGENCIES, AND (8) FAVORABLE REACTIONS BY PARTICIPANTS. HOWEVER, SOME OF THE PROJECTS STUDIED HAD PROBLEMS IN THESE AREAS, AND IN OTHER AREAS, SUCH AS LOW ENTRY-LEVEL SALARIES, LACK OF MALE ENROLLEES, AND INSUFFICIENT TRAINING OF BOTH PARTICIPANTS AND STAFF. THE REPORT EMPHASIZED THAT THE PROGRAM IS A DEMONSTRATION PROJECT AND SHOULD CONTINUE TO BE FUNDED IN ORDER TO REACH ITS POTENTIAL. (8M)
ERIC: ED042012 NATIONAL INSTITUTE FOR NEW CAREERS, UNIVERSITY RESEARCH CORPORATION, 4301 CONNECTICUT AVENUE, N.W., WASHINGTON, D.C. 20009 ($5.00)

249 AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM FOR SOUTH TEXAS MIGRANTS. VOLUME I 30 JAN 71
ABT ASSOCIATES, INC., CAMBRIDGE, MASS.
CONTRACT NO. DL-92-23-70-16
NOTES: FINAL REPT. MAY 69-JAN 71. 91P
EMPLOYMENT, ETHNIC GROUPS, MANPOWER, TEXAS, SOCIAL SERVICES, MEXICAN AMERICANS, MIGRANT LABOR, MIGRANT WORKERS
THE OVERALL PURPOSE OF THE PROJECT WAS IDENTIFIED AS DETERMINING THE FEASIBILITY AND VALUE OF AN INTERSTATE, MULTI-AGENCY PROGRAM FOCUSING UPON THE PROBLEMS OF MEXICAN-AMERICAN MIGRANTS. THE PROJECT INVOLVED NINE NORTHERN (DEMAND) STATES AND TEXAS (SUPPLY STATE), AND WAS ADMINISTERED BY THE STATE EMPLOYMENT SERVICES. IN THREE OF THE TEN STATES, THE PROJECT HAS RESULTED (OR ASSISTED) IN THE DEVELOPMENT OF AN ON-GOING MIGRANT SERVICES PROGRAM WITHIN THE STATE EMPLOYMENT SERVICE. IN SEVERAL STATES, THE PROJECT HAS DEMONSTRATED THAT IT CAN ASSIST MIGRANTS WHO WISH TO RELOCATE. FURTHER, IT IS BEYOND QUESTION THAT SAMPLE FAMILIES RECEIVED SIGNIFICANTLY GREATER NUMBERS OF SERVICES THAN NON-SAMPLE FAMILIES IN MOST CASES. (AUTHOR)
NTIS: PB-204 550 NTIS PRICES PC$3.00/MF$0.95

250 AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM FOR SOUTH TEXAS MIGRANTS. VOLUME II. SUMMARY 30 JAN 71
ABT ASSOCIATES, INC., CAMBRIDGE, MASS.
CONTRACT NO. DL-92-23-70-16
NOTES: FINAL REPT. 23P
EMPLOYMENT, ETHNIC GROUPS, MANPOWER, TEXAS, SOCIAL SERVICES, MEXICAN AMERICANS, MIGRANT LABOR, MIGRANT WORKERS
IN THREE STATES, THE E AND D PROJECT RESULTED (OR ASSISTED) IN THE DEVELOPMENT OF AN ON-GOING MIGRANT SERVICES PROGRAM WITHIN THE STATE EMPLOYMENT SERVICES. IN SEVERAL STATES, THE PROJECT DEMONSTRATED THAT IT CAN ASSIST MIGRANTS WHO WISH TO RELOCATE. FURTHER, IT IS BEYOND QUESTION THAT E AND D FAMILIES RECEIVED SIGNIFICANTLY GREATER NUMBERS OF SERVICES THAN NON-SAMPLE FAMILIES IN MOST CASES. (AUTHOR)
NTIS: PB-204 551 NTIS PRICES PC$3.00/MF$0.95

251 AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM FOR SOUTH TEXAS MIGRANTS. VOLUME III. APPENDIXES 30 JAN 71
ABT ASSOCIATES, INC., CAMBRIDGE, MASS.
CONTRACT NO. OL-82-23-70-16
NOTES: FINAL REPT. 352P
EMPLOYMENT, ETHNIC GROUPS, MANPOWER, TEXAS, SOCIAL SERVICES, MEXICAN AMERICANS, MIGRANT LABOR, MIGRANT WORKERS
VOLUME III CONTAINS APPENDIX MATERIALS AND INDIVIDUAL PROJECT SITE EVALUATIONS. (AUTHOR)
NTIS: PB-204 552 NTIS PRICES PC$6.00/MF$0.95

252 AN ASSESSMENT OF THE MANPOWER INSTITUTIONAL GRANTS PROGRAM. APR 72
LEVITAN, SAR A.
NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 92P.
COLLEGES, EDUCATIONAL FINANCE, GRANTS, HIGHER EDUCATION, MANPOWER DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, UNIVERSITIES
ON-SITE ASSESSMENTS WERE MADE OF THE 12 SCHOOLS CURRENTLY ACTIVE IN THE MANPOWER ADMINISTRATIONS INSTITUTIONAL GRANT (IG) PROGRAM. THE SCHOOLS RECEIVED 4-YEAR GRANTS IN AUGUST 1970: EACH GRANT WAS FOR $37,500 THE FIRST YEAR AND $75,000 ANNUALLY FOR THE REMAINING THREE. THIS REPORT OF THE ASSESSMENT APPRAISES THE INDIVIDUAL AND COLLECTIVE EFFECTIVENESS THROUGH THE FIRST FULL YEAR OF FUNDING, AND CONTAINS A FIELD REPORT ON EACH SCHOOL, AS WELL AS RECOMMENDATIONS AND COMMENTS BY MEMBERS OF THE TASK FORCE. (AUTHOR)
ERIC: ED078726 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 638, MF $1.45, PC $3.00)

253 AN ASSESSMENT OF THE MIGRANT AND SEASONAL FARMWORKER SITUATION IN THE UNITED STATES. VOLUME I EXECUTIVE SUMMARY AND CONCLUSIONS. 28 MAY 76
INTERAMERICA RESEARCH ASSOCIATES, WASHINGTON, D.C. COMMUNITY SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. 858-5496
NOTES: 54P.
AGRICULTURAL LABORERS, ANCILLARY SERVICES, DELIVERY SYSTEMS, DEMOGRAPHY, ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, INTERAGENCY COORDINATION, LABOR LEGISLATION, MANPOWER DEVELOPMENT, MIGRANT EDUCATION, MIGRANT EMPLOYMENT, MIGRANT HEALTH SERVICES, MIGRANT HOUSING, MIGRANT PROBLEMS, MIGRANT WORKERS, NEEDS ASSESSMENT, SEASONAL LABORERS, SOCIAL SERVICES, SOCIOECONOMIC INFLUENCES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
FROM AUGUST 1975 TO JANUARY 1976, A STUDY WAS CONDUCTED TO PROVIDE AN ASSESSMENT OF THE MIGRANT AND SEASONAL FARMWORKER SITUATION. INQUIRY WAS ALONG THE TOPIC DIVISIONS OF DEMOGRAPHICS, EMPLOYMENT AND MANPOWER, HOUSING, EDUCATION, HEALTH, SUPPORTIVE SERVICES, ECONOMIC DEVELOPMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) 303 AND OTHER MANPOWER TRAINING PROGRAMS, AND LEGISLATION. DATA WERE OBTAINED VIA A LITERATURE REVIEW: NINE CONFERENCES HELD THROUGHOUT THE COUNTRY TO SOLICIT GEOGRAPHIC INFORMATION: A NATIONAL QUESTIONNAIRE SURVEY OF RESPONDENTS WHO WERE CONVERSANT WITH FARMWORKER AFFAIRS: AND A TELEPHONE SURVEY TO SUPPLEMENT PRIMARY DATA AND TO IDENTIFY SERVICE DELIVERERS AND EXTENT OF SERVICE TO FARMWORKERS AT THE STATE AND LOCAL LEVELS. THE PRINCIPAL FINDING WAS THAT WHILE THERE HAVE BEEN MARGINAL IMPROVEMENTS OR DETERIORATIONS IN THE SITUATION OF THESE FARMWORKERS, THEIR SITUATION REMAINS SUBSTANTIALLY UNCHANGED IN THE LAST TWO TO FIVE YEARS. FARMWORKERS REMAIN LOCKED IN A CYCLE OF POVERTY AND AGRICULTURAL WORK, GUARANTEEING THE PRESENCE OF A SUBSTANTIAL NUMBER OF THESE WORKERS WELL INTO THE FUTURE. FURTHER, THEY REMAIN MEMBERS OF A POPULATION THAT IS RELATIVELY SMALL, AND OFTEN SPURNED AND IGNORED DESPITE THEIR DIRECT CONTRIBUTION TO THE AGRICULTURAL PRODUCTIVITY OF THE NATION. RECOMMENDATIONS WERE FORMULATED IN THE AREAS OF CETA, HEALTH, EDUCATION, HOUSING, SUPPORTIVE SERVICES, AND ECONOMIC DEVELOPMENT: AND CONSISTED OF PROPOSED STUDIES, PROGRAM OR POLICY CHANGES, NEW PROGRAMS OR POLICIES, REDIRECTED EFFORTS, AND COORDINATION OF SERVICES. (NQ)
ERIC: ED144769

254 AN ASSESSMENT OF THE MIGRANT AND SEASONAL FARMWORKER SITUATION IN THE UNITED STATES. VOLUME II FINDINGS. 28 MAY 76
INTERAMERICA RESEARCH ASSOCIATES, WASHINGTON, D.C. COMMUNITY SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. 858-5496
NOTES: 451P.: NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
AGRICULTURAL LABORERS, ANCILLARY SERVICES, COURT CASES, DEMOGRAPHY, DIRECTORIES, ECONOMIC DEVELOPMENT, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, FAMILY CHARACTERISTICS, FEDERAL PROGRAMS, LABOR LEGISLATION, MANPOWER DEVELOPMENT, MIGRANT EDUCATION, MIGRANT EMPLOYMENT, MIGRANT HEALTH SERVICES, MIGRANT HOUSING, MIGRANT WORKERS, MIGRATION PATTERNS, NEEDS ASSESSMENT, QUESTIONNAIRES, RACIAL COMPOSITION, RURAL EDUCATION, SEASONAL LABORERS, SOCIAL SERVICES, SOCIOECONOMIC INFLUENCES, STATE PROGRAMS, UNEMPLOYMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, NAACP WESTERN REGION V BRENNAN
AN IMMEDIATE ASSESSMENT OF THE MIGRANT AND SEASONAL FARMWORKER SITUATION WAS CONDUCTED BETWEEN AUGUST 1975 AND JANUARY 1976. THE ASSESSMENT DESCRIBED THE ELEMENTS AFFECTING THESE FARMWORKERS: DISCUSSED CURRENT AND PROJECTED CHANGES IN MIGRATION PATTERNS: ANALYZED THE EFFECTS OF INFLATION AND OF CHANGES IN AGRICULTURAL DEMAND AND PRODUCTION ON THESE FARMWORKERS: IDENTIFIED LEVELS AND KINDS OF SERVICES DELIVERED BY STATE AND

(CONT.)

254 LOCAL PUBLIC AGENCIES TO MIGRANTS; DESCRIBED THE SIZE AND CHARACTERISTICS OF THIS FARMWORKER POPULATION; IDENTIFIED FEDERAL LEGISLATION AND POLICIES AFFECTING MIGRANTS; AND ANALYZED ATTITUDES AFFECTING MIGRANT AND SEASONAL FARMWORKERS. THIS REPORT PRESENTS DATA PERTAINING TO DEMOGRAPHIC STUDIES OF FARMWORKERS; INCOME; AGE AND FAMILY SIZE; RACIAL/ETHNIC COMPOSITION OF THE WORK FORCE; AGRICULTURAL MECHANIZATION; REGIONAL UNEMPLOYMENT; INFLATION AND FARMWORKER BUYING POWER; MANPOWER TRAINING AND EDUCATIONAL SERVICES; SUPPORTIVE SERVICES UNDER COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); LABOR LEGISLATION EXCLUDING FARMWORKERS, INCIDENTALLY COVERING FARMWORK, AND SPECIFICALLY CONCERNING FARMWORKERS; MAJOR LEGISLATION AND SOCIAL PROGRAMS UNDER WHICH FARMWORKERS RECEIVE BENEFITS; AVAILABILITY OF HEALTH CARE; MIGRANT IN-STREAM AND HOME BASE HOUSING; SEASONAL FARMWORKER HOUSING; NECESSITY AND INACCESSABILITY OF SERVICES; SOCIAL PROGRAMS; AND ECONOMIC DEVELOPMENT. APPENDICES INCLUDE THE CETA TITLE III-303 GRANTEE DIRECTORY, MIGRANT HEALTH DIRECTORY, MIGRANT HEALTH PROJECT REPORTING REQUIREMENTS, AND THE COURT ORDER IN THE NAACP VS PETER J. BRENNAN CASE. (NQ)
ERIC; ED144770

255 AN ASSESSMENT OF VOCATIONAL REALISM OF HIGH SCHOOL AND POST-HIGH SCHOOL EDUCABLE MENTALLY RETARDED ADOLESCENTS. MAR66
GORELICK, MOLLY C.
EXCEPTIONAL CHILDRENS FOUNDATION, LOS ANGELES, CALIF.
NOTES; 175P.
ADOLESCENTS, APTITUDE, ASPIRATION, EDUCABLE MENTALLY HANDICAPPED, EMPLOYMENT, INTERVIEWS, OCCUPATIONAL CHOICE, PREDICTION, QUESTIONNAIRES, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, LOS ANGELES
THIS PROJECT WAS DESIGNED TO FIND MEANS OF PREDICTING THE POSTSCHOOL EMPLOYMENT SUCCESS OF EDUCABLE MENTALLY RETARDED ADOLESCENTS. TWO HYPOTHESES WERE--(1) THERE IS A POSITIVE RELATIONSHIP BETWEEN POSTSCHOOL SUCCESS IN EMPLOYMENT AND REALISTIC VOCATIONAL PLANS, AND (2) THOSE EDUCABLE MENTALLY RETARDED IN WORK EXPERIENCE PROGRAMS WILL HAVE MORE REALISTIC VOCATIONAL PLANS. BOTH EMPLOYMENT SUCCESS AND VOCATIONAL REALISM WERE DEFINED OPERATIONALLY BY ESTABLISHED CRITERIA. DATA WERE GATHERED THROUGH INTERVIEWS AND REVIEWS OF SCHOOL RECORDS AND STATISTICALLY ANALYZED. THE FIRST HYPOTHESIS WAS NOT CONFIRMED. THE SECOND HYPOTHESIS WAS PARTIALLY CONFIRMED, BUT THE SMALL NUMBER OF SUBJECTS EMPLOYED THROUGH OFF-CAMPUS PROGRAMS DID NOT ALLOW GENERALIZATION ABOUT THE RELATIONSHIP OF WORK EXPERIENCE PROGRAMS TO REALISTIC VOCATIONAL PLANS. ADDITIONAL INFORMATION CONCERNING SEX, RACE, SOCIOECONOMIC STATUS, AND STABILITY OF CHOICE WAS GIVEN. IMPLICATIONS CONCERNING COUNSELING AND GUIDANCE, RECORD KEEPING, HIGH SCHOOL CURRICULUM, AND THE SECONDARY TEACHER OF EDUCABLE MENTALLY RETARDED WERE INCLUDED. (JW)
ERIC; ED011163

256 AN ASSESSMENT OF WIN AND WELFARE TAX CREDITS MAR 77
THOMPSON, DAVID;PARKINSON, JAN;BONNALLIE, DOROTHY
INSTITUTE FOR MANPOWER PROGRAM ANALYSIS, CONSULTATION AND TRAINING, INC., MINNEAPOLIS, MINN. RESEARCH AND DEVELOPMENT DIV. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. DL-51-27-75-03
NOTES; FINAL REPT. 321P
PERSONNEL MANAGEMENT, INCENTIVES, WORK INCENTIVE PROGRAM, AID TO FAMILIES WITH DEPENDENT CHILDREN, LABOR MARKET, NTISLABPEU
AS AN OVERALL ASSESSMENT OF THE WORK INCENTIVE (WIN) AND AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) TAX CREDIT PROGRAMS, THIS PROJECT SOUGHT ANSWERS TO THE FOLLOWING QUESTIONS (1) TO WHAT DEGREE ARE TAX CREDITS A FACTOR IN EMPLOYER DECISIONS TO HIRE WIN REGISTRANTS AND WELFARE RECIPIENTS; (2) WHAT ARE THE DIFFERENCES IN USAGE OF THE WIN AND THE WELFARE TAX CREDITS; (3) WHAT PROVISIONS OR FEATURES OF THE TAX CREDITS CONTRIBUTE TO OR INHIBIT THEIR USE AND EFFECTIVENESS; (4) HOW DO COSTS OF THE PROGRAM (ESPECIALLY TAX REVENUE DECREASES) COMPARE WITH SAVINGS GENERATED BY THE PROGRAM (ESPECIALLY WELFARE SAVINGS, WAGES AND/OR TAXES, AND SOCIAL SECURITY REVENUE INCREASES); (5) WHAT ARE THE IMPLICATIONS OF THE FINDINGS FOR LEGISLATION, POLICY, PROGRAM DESIGN, AND OPERATION; (6) HOW CAN THE PROGRAM BE CHANGED TO INCREASE ITS USE AND TO MAKE IT MORE COST BENEFICIAL.
NTIS; PB-264 952/3ST NTIS PRICES PC A14/MF A01

257 AN ASSESSMENT OF WIN AND WELFARE TAX CREDITS. FINAL REPORT NO. 1001. MAR 77
THOMPSON, DAVID;AND OTHERS
INSTITUTE FOR MANPOWER PROGRAM ANALYSIS, CONSULTATION AND TRAINING, INC., MINNEAPOLIS, MINN. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DOL-51-27-75-03
NOTES; 333P.; BEST COPY AVAILABLE
BUSINESS, COST EFFECTIVENESS, CREDIT (FINANCE), EMPLOYER ATTITUDES, FEDERAL AID, FEDERAL PROGRAMS, JOB PLACEMENT, NATIONAL SURVEYS, PARTICIPANT CHARACTERISTICS, PERSONNEL SELECTION, PROGRAM ADMINISTRATION, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, RESEARCH, TAX ALLOCATION, TAX RATES, WELFARE RECIPIENTS, WELFARE SERVICES, AID TO FAMILIES WITH DEPENDENT CHILDREN, WORK INCENTIVE PROGRAM
AS AN OVERALL ASSESSMENT OF THE WORK INCENTIVE (WIN) AND AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) TAX CREDIT PROGRAMS, THE PROJECT REPORTED SOUGHT ANSWERS TO THE FOLLOWING QUESTIONS (1) TO WHAT DEGREE ARE TAX CREDITS A FACTOR IN EMPLOYER DECISIONS TO HIRE WIN REGISTRANTS AND WELFARE RECIPIENTS (2) WHAT ARE THE DIFFERENCES IN USAGE OF THE WIN AND THE WELFARE TAX CREDITS (3) WHAT PROVISIONS OR FEATURES OF THE TAX CREDITS CONTRIBUTE TO OR INHIBIT THEIR USE AND EFFECTIVENESS (4) HOW DO COSTS OF THE PROGRAM (ESPECIALLY TAX REVENUE DECREASES) COMPARE WITH SAVINGS GENERATED BY THE PROGRAM

(CONT.)

257 (ESPECIALLY WELFARE SAVINGS, WAGES AND/OR TAXES, AND SOCIAL SECURITY REVENUE INCREASES) (5) WHAT ARE THE IMPLICATIONS OF THE FINDINGS FOR LEGISLATION, POLICY, PROGRAM DESIGN, AND OPERATION (6) HOW CAN THE PROGRAM BE CHANGED TO INCREASE ITS USE AND MAKE IT MORE COST BENEFICIAL CONTENT IS PRESENTED IN SEVEN CHAPTERS (1) HISTORICAL PERSPECTIVE ON EMPLOYMENT TAX CREDITS, (2) STUDY METHOD, (3) COMMUNITY VARIABLES, (4) CHARACTERISTICS OF WIN/WELFARE REGISTRANTS, (5) DIFFERENCES BETWEEN WIN OFFICES, (6) BUSINESS FIRMS AND THEIR UTILIZATION OF EMPLOYMENT TAX CREDITS, AND (7) COMPOSITE ANALYSIS. AN EXTENSIVE BIBLIOGRAPHY IS INCLUDED. (AUTHOR/WL)
ERIC: ED138753 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

258 ASSESSMENT OF WORK CLIMATES THE APPROPRIATENESS OF CLASSICAL-MANAGEMENT THEORY AND HUMAN-RELATIONS THEORY UNDER VARIOUS CONTINGENCIES. FINAL REPORT. JUN 74
LANGDALE, JOHN A.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 252P.; PH.D. DISSERTATION, NEW YORK UNIVERSITY
ADMINISTRATOR ATTITUDES, EMPLOYEE ATTITUDES, EVALUATION, HUMAN RELATIONS, LITERATURE REVIEWS, MANAGEMENT, ORGANIZATION, ORGANIZATIONAL CLIMATE, ORGANIZATIONAL THEORY, WORK ENVIRONMENT, CLASSICAL MANAGEMENT THEORY
THE CONSTRUCT OF ORGANIZATIONAL CLIMATE WAS EXPLICATED AND VARIOUS WAYS OF OPERATIONALIZING IT WERE REVIEWED. A SURVEY WAS MADE OF THE LITERATURE PERTINENT TO THE CLASSICAL-HUMAN RELATIONS DIMENSION OF ENVIRONMENTAL QUALITY. AS A RESULT, IT WAS HYPOTHESIZED THAT THE APPROPRIATENESS OF THE CLASSICAL AND HUMAN-RELATIONS MASTER PLANS IS MODERATED BY AT LEAST 11 CONTINGENCIES. A MEASURE OF THE CLASSICAL-TO-HUMAN RELATIONS CLIMATE WAS DEVELOPED AND VALIDATED. SEVERAL ADDITIONAL HYPOTHESES WERE ALSO CONFIRMED (A) MEMBERS GENERALLY PERCEIVE THE HUMAN-RELATIONS ATMOSPHERE AS MORE EFFECTIVE THAN THE CLASSICAL ONE, ALTHOUGH THIS IS MUCH LESS TRUE OF SUPERVISORS THAN OF NONSUPERVISORS AND WAS NOT TRUE AT ALL IN SOME ORGANIZATIONS; (B) SUPERVISORS TEND TO DESCRIBE THEIR SYSTEMS CLIMATE AS MORE HUMAN-RELATIONS ORIENTED THAN DO NONSUPERVISORS; (C) THE PRESENT CLIMATE TENDS TO BE SEEN AS MORE EFFECTIVE BY SUPERVISORS THAN BY NONSUPERVISORS; AND (D) CLIMATES WHOSE FACETS ARE HOMOGENEOUS OR CONSISTENT WITH REGARD TO A CLASSICAL OR HUMAN-RELATIONS QUALITY ARE PERCEIVED AS MORE EFFECTIVE THAN HETEROGENEOUS CLIMATES. THE RESULTS WERE INTERPRETED AS SUPPORTING A CONTINGENCY MODEL OF ORGANIZATIONAL DESIGN. PRACTICAL IMPLICATIONS ARE DISCUSSED IN THE FINAL SECTION OF THE CONCLUDING CHAPTER. (A COMPREHENSIVE BIBLIOGRAPHY IS INCLUDED.) (AUTHOR/AG)
ERIC: ED099556 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

259 ASSETS, SAVINGS, AND LABOR SUPPLY JUL 75
SMITH, JAMES P.
RAND CORP SANTA MONICA CALIF DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.
NOTES: 34P
LABOR, ECONOMIC ANALYSIS, INCOME, LABOR SUPPLY, FAMILY RELATIONS, NTISDDDXA, NTISDDDSD, NTISHEWNIH
THIS PAPER EXAMINES THE ROLE OF ASSETS IN LABOR SUPPLY FUNCTIONS. IN RECENT WORK, VARIABLES MEASURING ASSETS HAVE BEEN USED WITH INCREASING FREQUENCY TO MEASURE THE RESPONSE OF HOURS WORKED TO NON-WAGE RELATED INCOME. THE INCOME SLOPES ESTIMATED WERE DISAPPOINTING, IN THAT THE INCOME VARIABLE OFTEN HAS THE WRONG SIGN (POSITIVE) IMPLYING THAT LEISURE WAS AN INFERIOR GOOD, OR THEY WERE SO SMALL THAT COMPENSATED OWN-WAGE SLOPES IN THE LABOR SUPPLY EQUATION REMAINED NEGATIVE. IN ADDITION, THE ESTIMATED INCOME RESPONSE EXHIBITED CONSIDERABLE INSTABILITY FROM STUDY TO STUDY.
NTIS: AD-A022 265/3ST NTIS PRICES PC$4.00/MF$2.25

260 ASSISTED JOB SEARCH FOR THE INSURED UNEMPLOYED. STUDIES IN UNEMPLOYMENT INSURANCE. JAN 74
STEVENS, DAVID W.
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
CONTRACT NO. 112
EMPLOYMENT SERVICES, JOB APPLICANTS, PROGRAM EVALUATION, UNEMPLOYED, UNEMPLOYMENT INSURANCE, EMPLOYMENT PROGRAMS, INSURANCE PROGRAMS
ONE OF A SERIES OF STUDIES OF UNEMPLOYMENT INSURANCE AND RELATED ISSUES. THIS PAPER REPRESENTS AN INTERIM ASSESSMENT OF AN ATTEMPT TO UNDERSTAND THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE AS A JOB SEARCH INTERMEDIARY FOR INSURED UNEMPLOYED WORKERS. THREE SOURCES OF DATA WERE USED, ONE FROM AN EXPERIMENTAL CLAIMANT ASSISTANCE PROGRAM IN NEW YORK STATE AND THE OTHER TWO FROM JOB INFORMATION PROJECTS IN CLEVELAND AND PITTSBURGH. DESCRIPTIONS OF THESE SETS OF DATA LEAD TO AN UNDERSTANDING OF JOB SEARCH BEHAVIOR OF UNEMPLOYMENT INSURANCE CLAIMANTS AND THE VALUE OF THE EMPLOYMENT SERVICE PROVIDED TO THEM. THE RESULTS SUGGEST THAT EMPLOYMENT SERVICE PROCEDURES ON BEHALF OF MOST CLAIMANTS ARE OF LIMITED AND QUESTIONABLE EFFECTIVENESS. SOME RECOMMENDATIONS FOR PROCEDURAL CHANGES AND FURTHER STUDY ARE PRESENTED. (MF)
AIM/ARM: WT100798 W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 300 SOUTH WESTNEDGE AVE., KALAMAZOO, MICHIGAN 49007. ($1.50)

261 AT OUR FINGERTIPS JUN 72
JOHNSON, EDWARD; BRIGGS, BONNIE
VOCATIONAL GUIDANCE QUARTERLY; 20:4; 303-304
COUNSELORS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, TEACHERS, WORK EXPERIENCE
THE WIDE RANGE OF WORK EXPERIENCE AND TRAINING AMONG TEACHERS IN ANY SCHOOL IS READILY AVAILABLE FOR GUIDANCE USE. (AUTHOR)
ERIC: EJ058937

262 ATTITUDES AND MOTIVES OF MDTA TRAINEES A PILOT INVESTIGATION. MANPOWER REPORT, NUMBER 11 . NOV 65
OFFICE OF MANPOWER, AUTOMATION AND TRAINING (DOL), WASHINGTON, D.C.
NOTES: 9P.
SOCIAL ATTITUDES, PSYCHOLOGICAL CHARACTERISTICS, INDIVIDUAL CHARACTERISTICS, DROPOUTS, GRADUATES, ADULT VOCATIONAL EDUCATION, RESEARCH NEEDS, FEDERAL PROGRAMS, PROGRAM ATTITUDES, MDTA PROGRAMS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAM
SIX TRAINED BEHAVIORAL SCIENTISTS CONDUCTED IN-DEPTH INTERVIEWS WITH 36 MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) STUDENTS IN LEXINGTON, KENTUCKY, WASHINGTON, D.C., AND NEW YORK CITY, TO IDENTIFY HYPOTHESES SUITABLE FOR USE IN LATER MDTA STUDIES. TEN OF THE STUDENTS INTERVIEWED HAD COMPLETED AN MDTA TRAINING COURSE AND 26 HAD DROPPED OUT PRIOR TO COURSE COMPLETION. THE INTERVIEWS WERE INFORMAL, EXPLORATORY, AND SEMI-STRUCTURED. AREAS COVERED IN THE INTERVIEWS WERE (1) THE EXTENT TO WHICH MIDDLE CLASS VALUES HAD BEEN ADOPTED, (2) THE FAMILY STRUCTURE, (3) THE TRAINEES ATTITUDES TOWARD PEERS AND THE WORLD IN GENERAL, (4) THE DEGREE OF APPROVAL OR DISAPPROVAL TOWARD THE MDTA COURSES, AND (5) THE GUILT CONNECTED TO DROPPING OUT. CONCLUSIONS WHICH CAN BE CONSIDERED FOR FURTHER INVESTIGATION USING A REPRESENTATIVE SAMPLE AND MORE PRECISE INSTRUMENTS ARE THAT (1) MIDDLE CLASS VALUES HAVE BEEN LEARNED BUT THE MEANS TO ACHIEVE THEM HAVE NOT, (2) LINGERING RESENTMENT FROM EARLY DISCRIMINATION AND HUMILIATIONS IS STILL IN EXISTENCE, (3) EXPERIENCED TEACHERS ARE NEEDED IN THIS SETTING, AND (4) COUNSELING AND PSYCHOTHERAPY SHOULD BE PROVIDED TO MAXIMIZE VOCATIONAL TRAINING. (EM)
AIM/ARM: VT000884

263 ATTITUDES INFLUENCING EMPLOYMENT OF THE HANDICAPPED 69 JUN
WHIGHAM, BARNEY R.;MATTSON, BRUCE D.
J EMPLOYMENT COUNSELING;6;2;72-78
CHANGING ATTITUDES, DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, PHYSICALLY HANDICAPPED, SOCIAL ATTITUDES, VISUALLY HANDICAPPED
ERIC: EJ005157

264 ATTITUDES OF CO-WORKERS AND MANAGEMENT TOWARD HARD-CORE EMPLOYEES 1975
DIMARCO, N.; GUSTAFSON, D.P.
PERSONNEL PSYCHOLOGY, VOL.28, NO.1, SPRING 1975, P. 65-76. BIBLIOG. 24
JOB PERFORMANCE, MANAGEMENT, MINORITIES, MORALE, PRODUCTIVITY, SUPERVISOR, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
IT IS DISCOVERED BY RESEARCH THAT THOSE WITHIN AN ORGANIZATION HAVING LEAST CONTACT AND THOSE THAT WERE IN MANAGEMENT AS OPPOSED TO CO-WORKERS HAD THE MOST NEGATIVE ATTITUDE TOWARD HARD-CORE UNEMPLOYED EMPLOYEES.
MGMT: PPS75N0065

265 ATTITUDES OF GOVERNMENT EXECUTIVES TOWARD MANAGEMENT TRAINING 1975
GANNON, M.J.
PUBLIC PERSONNEL MANAGEMENT, VOL.4, NO.1, JAN-FEB 1975, P. 63-68. BIBLIOG. 5
ATTITUDE, EXECUTIVE, MANAGEMENT, MANAGEMENT SCIENCE, MANAGEMENT TRAINING, OBSOLESCENCE, PUBLIC ADMINISTRATION, STRATEGY, TRAINING AND DEVELOPMENT
STUDY EXPLORES THE OBJECTIVES OF MANAGEMENT TRAINING AND PREFERENCES AS TO FORMS IT SHOULD ASSUME AMONG GOVERNMENT EXECUTIVES.
MGMT: PPM75A0063

266 ATTITUDES OF THE POOR AND ATTITUDES TOWARD THE POOR AN ANNOTATED BIBLIOGRAPHY. 75
CAMERON, COLIN, COMP.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY.
NOTES: 181P.
ANNOTATED BIBLIOGRAPHIES, ECONOMICALLY DISADVANTAGED, ECONOMIC DISADVANTAGEMENT, EDUCATIONAL ATTITUDES, MAJORITY ATTITUDES, MEASUREMENT TECHNIQUES, MINORITY GROUPS, POLITICAL ATTITUDES, PSYCHOLOGICAL PATTERNS, PUBLIC OPINION, SOCIAL ATTITUDES, WORK ATTITUDES
THE STATED PURPOSE OF THIS COMPILATION IS TO GATHER TOGETHER SOME OF THE MORE COMMONLY OBTAINABLE WORKS FROM BOOKS, JOURNALS, AND DISSERTATIONS, AS WELL AS NEWSPAPER REPORTS. IN ADDITION, WHERE POSSIBLE, ABSTRACTS ARE STATED TO BE USED TO DESCRIBE THE MATERIAL CITED. THIS COMPILATION INCLUDES A SUBJECT AND AUTHOR INDEX. IT IS NOTED THAT THE CONTROVERSIAL CONCEPT OF CULTURE OF POVERTY OR POVERTY OF CULTURE IS NOT EXPLORED IN DETAIL. HOWEVER, A LIMITED ATTEMPT IS CONSIDERED TO BE MADE TO PRESENT CERTAIN RELEVANT CITATIONS TO LITERATURE ON INFORMATION REVOLVING AROUND THE FACTORS CONTRIBUTING TO THE PSYCHOLOGICAL WORLD OF THE POOR AND WHAT MAKES THEM THINK AS THEY DO. IN THAT SECTION, IT IS STATED, AN ATTEMPT IS MADE TO SELECT SOME OF THE BOOKS AND ARTICLES THAT ILLUMINATE NOT ONLY SOME OF THE ELEMENTS OF THE EVERYDAY LIVES OF THE POOR THAT INFLUENCE THE FORMATION OF THEIR ATTITUDES., BUT ALSO THOSE THAT HIGHLIGHT THEIR PSYCHOLOGICAL STATE. IN THIS BIBLIOGRAPHY AN ATTEMPT IS CONSIDERED TO BE MADE TO BRING TOGETHER A NUMBER OF PERTINENT CITATIONS TO THE MORE SCHOLARLY LITERATURE OF RECENT VINTAGE, ESPECIALLY SINCE 1965. THE CUTOFF DATE FOR INCLUSION IS THE LATTER PART OF 1973 FOR MOST WORKS; HOWEVER, WHEN INFORMATION IS AVAILABLE ABOUT FORTHCOMING PUBLICATIONS OF NOTE, SOME OF THE MOST OUTSTANDING ARE STATED TO BE ALSO INCLUDED. (AUTHOR/JM)
ERIC: ED110532

267 ATTITUDES OF UNDERGRADUATE WOMEN TOWARD CAREERS. FINAL REPORT. JUN 74
DODGE, DOROTHY
MACALESTER COLL., ST. PAUL, MINN. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.

(CONT.)
267 GRANT NO. OEG-5-72-0067
NOTES: 22P.
CAREER CHOICE, COLLEGE CURRICULUM, COLLEGE STUDENTS, COUNSELING EFFECTIVENESS, FEMALES, RESEARCH PROJECTS, SURVEYS, VOCATIONAL DEVELOPMENT
IN AN ATTEMPT TO SURVEY CAREER ATTITUDES OF UNDERGRADUATE WOMEN STUDENTS, A PRE-TEST/POST-TEST RESEARCH DESIGN WAS ADOPTED. QUESTIONNAIRE ITEMS ATTEMPTED TO MEASURE CAREER INTERESTS, THE COLLEGE ROLE IN FORMING OR ENCOURAGING CAREER CHOICE, GENERAL PERSONALITY CHARACTERISTICS, ATTITUDES OF RESPONDENTS TOWARD THE COLLEGE ENVIRONMENT AND THEIR KNOWLEDGE OF WOMENS EMPLOYMENT PATTERNS. THE STUDY ADMITS TO SEVERAL LIMITATIONS, INCLUDING THE FACT THAT THE QUESTIONNAIRE WAS GIVEN TO A LIMITED NUMBER OF THE UNDERGRADUATE WOMEN IN THE U. S., AND THAT THE FOUR GROUPS SAMPLED WERE NOT SELECTED AS A REPRESENTATIVE SAMPLE OF ALL UNDERGRADUATE WOMEN. RESPONSES TO THE QUESTIONNAIRE DID, HOWEVER, POINT TO A NUMBER OF ATTITUDES OF THE UNDERGRADUATE WOMEN INVOLVED (1) HIGH CAREER INTERESTS AMONG THOSE SAMPLES; (2) THE NEGATIVE VIEWS OF FACULTY, ADMINISTRATION, AND CURRICULAR RESPONSE TO THESE INTERESTS; AND (3) THE LACK OF KNOWLEDGE OF WOMENS ACTIVITIES, UNDERLYING THE NEED FOR WOMENS STUDY PROGRAMS. THE AUTHOR SUGGESTS THAT, IN VIEW OF THE HIGH ATTITUDINAL UNIFORMITY FOUND IN THIS LIMITED STUDY, COLLEGES AND UNIVERSITIES UNDERTAKE EVALUATIONS OF THEIR RESPONSES TO THE NEEDS OF THE UNDERGRADUATE WOMEN. (AUTHOR/FC)
ERIC: ED096571

268 ATTITUDES RELATED TO THE EMPLOYMENT OF THE MENTALLY RETARDED JUL 74
PHELPS, WILLIAM R.
WEST VIRGINIA DIV. OF VOCATIONAL REHABILITATION, CHARLESTON. PROGRAM DEVELOPMENT SECTION.
NOTES: FINAL REPT. 77P
MENTAL DEFICIENCY, HANDICAPPED WORKERS, EMPLOYER ATTITUDES, SOCIOPSYCHOLOGICAL SURVEYS, VOCATIONAL REHABILITATION, NTISWVBVE
TWO-HUNDRED FIFTY-SEVEN SERVICE EMPLOYERS SELECTED AT RANDOM IN WEST VIRGINIA WERE SURVEYED BY AN ATTITUDINAL QUESTIONNAIRE. THIS STUDY WAS CONCERNED WITH EMPLOYERS ATTITUDES TOWARD THE MENTALLY RETARDED, AS WELL AS DEVISING A MEANS OF MEASURING THESE ATTITUDES. RESPONDENTS WERE ONE-HUNDRED THIRTY-TWO. SIGNIFICANT DIFFERENCES, AT THE .01 LEVEL, WERE FOUND TO EXIST BETWEEN NURSING HOME AND HOSPITAL PERSONNEL MANAGERS, AND BETWEEN HOSPITAL AND RESTAURANT PERSONNEL MANAGERS. IMPLICATIONS ARE THAT INDIVIDUAL DIFFERENCES IN EMPLOYER ATTITUDES TOWARD THE MENTALLY RETARDED SHOULD BE A MAJOR PREMISE IN CONTACTS WHICH REHABILITATION PERSONNEL MAKE, AND IN THE RELATIONSHIPS THEY DEVELOP WITH MANAGEMENT PERSONNEL.
NTIS: PB-233 595/8 NTIS PRICES PC$7.00/MF$1.45

269 ATTITUDES, OPINIONS, AND MOTIVATIONS AMONG ADOLESCENTS, VOLUME 1, 1964-1975 (A BIBLIOGRAPHY WITH ABSTRACTS) MAY 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-1975 230P
BIBLIOGRAPHIES, ADOLESCENCE, YOUTHS, SELF IMAGES, SELF ESTEEM, DROPOUTS, PROTEST, NTISNTIS
THE PERSONAL DESIRES, ASPIRATIONS, HOPES, NEEDS, AND EMOTIONS AS MANIFESTED IN BEHAVIOR AND MOTIVATION OF ADOLESCENTS ARE REVIEWED. EMPHASIS IS PLACED ON THE FEELINGS AND RESULTING BEHAVIORS OF MINORITY GROUPS AND ON THE ATTITUDES OF THE DISADVANTAGED IN THE WORK ENVIRONMENT. (THIS UPDATED BIBLIOGRAPHY CONTAINS 225 ABSTRACTS, NONE OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0390/3ST NTIS PRICES PC N01/MF N01

270 ATTITUDES, OPINIONS, AND MOTIVATIONS AMONG ADOLESCENTS, VOLUME 2, 1976-MAY, 1977 (A BIBLIOGRAPHY WITH ABSTRACTS) MAY 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1976-MAY 77 38P
BIBLIOGRAPHIES, ADOLESCENCE, YOUTHS, SELF IMAGES, SELF ESTEEM, DROPOUTS, PROTEST, NTISNTIS
THE PERSONAL DESIRES, ASPIRATIONS, HOPES, NEEDS, AND EMOTIONS AS MANIFESTED IN BEHAVIOR AND MOTIVATION OF ADOLESCENTS ARE REVIEWED. EMPHASIS IS PLACED ON THE FEELINGS AND RESULTING BEHAVIORS OF MINORITY GROUPS AND ON THE ATTITUDES OF THE DISADVANTAGED IN THE WORK ENVIRONMENT. (THIS UPDATED BIBLIOGRAPHY CONTAINS 55 ABSTRACTS, 33 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0391/1ST NTIS PRICES PC N01/MF N01

271 ATTITUDE: SUCCESS ELEMENT FOR WOMEN IN BUSINESS 1976
KOEHN, H.E.
JOURNAL OF SYSTEMS MANAGEMENT, VOL.27, NO.3, MARCH 1976, P. 12-15. BIBLIOG. 12
CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, MANAGER, MANAGER BEHAVIOR, SUPERIOR SUBORDINATE RELATIONSHIP, WOMEN IN BUSINESS
WOMEN, TO BE SUCCESSFUL AS MANAGERS, MUST PREPARE THEMSELVES PSYCHOLOGICALLY AND GET RID OF STEREOTYPED BEHAVIOR.
MGMT: JSM76C0012

272 AUDIT CLERK 1-01.32--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, FINANCIAL SERVICES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, AUDIT CLERK, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063385

273 AUTO MECHANICS TIME FOR A MODEL CHANGE 70 FEB
AUN, EMIL MICHAEL
MANPOWER:2:2:15-21
AUTO MECHANICS (OCCUPATION), CERTIFICATION, DEMAND OCCUPATIONS, EMPLOYMENT OPPORTUNITIES, LABOR SUPPLY, OCCUPATIONAL INFORMATION, VOCATIONAL EDUCATION, WAGES
THERE WERE 825,000 AUTO MECHANICS AND REPAIRMEN IN 1968 AND THE NET NUMBER IS RISING AT A RATE OF 16,400 A YEAR. HOWEVER, OFFICIALS OF THE AUTOMOTIVE SERVICES INDUSTRY ASSOCIATION ESTIMATE THAT 125,000 TO 200,000 MORE REPAIRMEN AND MECHANICS ARE NEEDED NOW. OCCUPATIONAL PROBLEMS AND POSSIBLE SOLUTIONS ARE DISCUSSED. (BC)
ERIC: EJ016248

274 AUTO MECHANICS, TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 33P.: FOR RELATED DOCUMENTS, SEE CE 007 554-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
AUTO MECHANICS, AUTO MECHANICS (OCCUPATION), BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE AUTO MECHANICS TRADE AS RECOMMENDED BY SUCCESSFUL AUTO MECHANICS. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF AN AUTO MECHANIC OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN AUTO MECHANICS WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF ACCESSORIES: BASIC UNDERSTANDING: CARBURETOR: COOLING: DRIVE TRAIN: ENGINE: EQUIPMENT AND TOOLS: IGNITION: LIGHTING AND SIGNAL: WHEELS, SUSPENSION, BRAKES AND STEERING. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, SOURCES OF OCCUPATIONAL GUIDANCE INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128559

275 AUTOCLAVE OPERATOR (CHEM.) 4-52.711--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CHEMICAL INDUSTRY, COLOR PLANNING, CUTTING SCORES, EQUIPMENT MAINTENANCE, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, AUTOCLAVE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION

(CONT.)
275 PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065574

276 AUTOMATIC ESCALATOR FOR THE MINIMUM WAGE 1977
NATIONS BUSINESS, VOL.65, NO.5, MAY 1977, P. 70-73.
DISCRIMINATION, ECONOMICS, INDEXATION, LABOR UNIONS, LEGISLATION, MINIMUM WAGE, UNEMPLOYMENT
INDEXATION OF THE MINIMUM WAGE WOULD RESULT IN MORE UNEMPLOYMENT AND GREATER HARDSHIP ON BUSINESSES. EXAMINES PROVISIONS OF THE DENT BILL.
MGMT: NA877E0070

277 AUTOMATION AND TECHNOLOGICAL CHANGE IN BANKING. NOV66
STEINER, CARL L.
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.; MARYLAND STATE EMPLOYMENT SERVICE, BALTIMORE.
NOTES: 54P.
AUTOMATION, BANKING, ELECTRONIC DATA PROCESSING, EMPLOYMENT TRENDS, JOB SKILLS, OCCUPATIONAL INFORMATION, ORGANIZATION, BALTIMORE, MARYLAND
THE PURPOSES OF THIS STUDY WERE TO DETERMINE THE PERSONNEL CHANGE DIRECTLY RESULTING FROM THE INSTALLATION OF ELECTRONIC DATA PROCESSING IN ONE OF THE LARGE COMMERCIAL BANKS IN BALTIMORE, TO DESCRIBE THE PROCESSES AND JOB DUTIES INVOLVED, AND TO INDICATE HOW CHANGES HAVE AFFECTED EMPLOYMENT AND WHAT MAY BE EXPECTED IN THE FUTURE. THE USE OF THE EQUIPMENT RESULTED IN SOME SHIFTING AND RETRAINING OF PERSONNEL BUT NO UNEMPLOYMENT. ACTUALLY MORE WORKERS WERE ADDED TO CARE FOR THE INCREASED VOLUME OF BUSINESS. ONLY 48 JOBS WERE ABOLISHED WHILE 58 WERE CREATED AND 40 WERE INCREASED. ALTHOUGH THE OUTLOOK IS FOR CONTINUED GROWTH IN THE INDUSTRY, BANKERS DO NOT AGREE ON THE AMOUNT OF EMPLOYMENT EXPANSION LIKELY TO TAKE PLACE. BANKS HAVE BEEN ABLE TO FILL THE EXECUTIVE RANKS WITH HIGHER STARTING SALARIES, TRAINING PROGRAMS, AND RAPID PROMOTION BUT HAVE BEEN FORCED TO USE HANDICAPPED AND PART-TIME WORKERS SUCH AS HOUSEWIVES AND COLLEGE STUDENTS TO MEET PEAK SEASONAL DEMANDS. HOWEVER, MOST ARE USING ELECTRONIC DATA PROCESSING NOW TO MEET GROWING SHORTAGES OF CLERICAL PERSONNEL. SO FAR HIGH SPEED MACHINES ARE TOOLS FOR COPING WITH SHORTAGES RATHER THAN REPLACING EMPLOYEES. THEY ARE BEING USED TO MAKE POSSIBLE A WIDER RANGE OF SERVICES AT GREATER SPEED. BECAUSE OF THE CONSIDERABLE TIME REQUIRED TO CHANGE TO AUTOMATION AND GET THE SYSTEM WORKING, THE IMPACT OF ELECTRONIC DATA PROCESSING ON JOBS IN BANKING PROBABLY WILL NOT BE APPARENT FOR SEVERAL YEARS. THE APPENDIX CONTAINS JOB TITLES AND CODES, ORGANIZATION CHARTS, AND JOB DESCRIPTIONS FOR NEW AND EXPANDED JOBS RESULTING FROM INSTALLATION OF ELECTRONIC PROCESSING EQUIPMENT IN ONE LARGE COMMERCIAL BANK. (MM)
ERIC: ED016089

278 AUTOMATION IN THE SCHOOLS A PRESENTATION ON THE AUTOMATION STUDY PROJECT GIVEN TO THE MATERIAL HANDLING INSTITUTE, PHILADELPHIA, PENNSYLVANIA. 21 MAY 71
TODD, RONALD D.
CASE WESTERN RESERVE UNIV., CLEVELAND, OHIO. DEPT. OF EDUCATION.
NOTES: 15P.
AUTOMATION, CURRICULUM DEVELOPMENT, EDUCATIONAL INNOVATION, INDUSTRIAL ARTS, INDUSTRIAL TECHNOLOGY, INSTRUCTIONAL MATERIALS, SCHOOL INDUSTRY RELATIONSHIP, SECONDARY GRADES, SPEECHES, VOCATIONAL EDUCATION
A COOPERATIVE AUTOMATION STUDY PROJECT IS PROPOSED BETWEEN THE INSTITUTE FOR THE STUDY OF TECHNOLOGY IN EDUCATION (TIE) AND THE MATERIAL HANDLING INSTITUTE (MHI). THE PROJECT WOULD DEVELOP INSTRUCTIONAL MATERIALS TO SUPPORT STUDY ABOUT AUTOMATION, INTEGRATE A SUPPORT EQUIPMENT SYSTEM WITH THE MATERIALS, AND UTILIZE A PORTION OF THE RESOURCES OF INDUSTRY AND THE TALENTS OF INTERESTED INDIVIDUALS IN THE DEVELOPMENT OF INSTRUCTIONAL MATERIALS REFLECTIVE OF CONTEMPORARY TECHNOLOGY. THERE ARE FOUR ASPECTS OF THE PROJECT UNDER CONSIDERATION (1) THE CURRICULUM PROGRAM, (2) THE ORGANIZATION OF TIE, (3) THE MISSIONS OF TIE, AND (4) THE OUTPUTS OF THE PROJECT. TECHNOLOGY IS DEFINED HERE AS THE INTEGRATOR AND DIRECTOR OF KNOWLEDGE AS APPLIED TO SOLVING PRACTICAL PROBLEMS. ON THE NINTH GRADE LEVEL, THE SIX PARTS OF TECHNOLOGY ARE MATERIALS, PROCESSES, MACHINES, ENERGY, INFORMATION, AND MAN. ON THE NEXT LEVEL, THE STUDENT STUDIES IN THE AREAS OF COMMUNICATIONS, CONSTRUCTION, MANUFACTURING, OR SERVICE. AT GRADE 12 LEVEL, WORK WILL BE CONCENTRATED IN RESEARCH AND DEVELOPMENT AND JOB STAGING. (AUTHOR/GEB)
ERIC: ED053312

279 AUTOMATION--THE THREAT AND THE PROMISE, THE ROLE OF THE COUNSELOR IN THE MANPOWER REVOLUTION. 64
DIEBOLD, JOHN ;AND OTHERS
NOTES: 40P.
AUTOMATION, COLLECTIVE BARGAINING, COMPUTERS, CYBERNETICS, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, INFORMATION PROCESSING, LABOR FORCE, LABOR UNIONS, MACHINE TRANSLATION, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, PRODUCTIVITY, PUBLIC POLICY, SOCIAL CHANGE, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYMENT, VOCATIONAL COUNSELING, WORK ATTITUDES, MDTA PROGRAMS
THREE OF THE PRESENTATIONS AT THE ASSOCIATIONS 1963 WORKSHOP, IN ADDITION TO A FOURTH PAPER COMMISSIONED TO ROUND OUT THE DISCUSSION, WERE SELECTED FOR PUBLICATION. THEY ARE CONCERNED WITH AUTOMATION AS A FORCE INFLUENCING WORK AND MANPOWER. THE PRESENTATIONS WERE (1) IMPLICATIONS OF CYBERNETICS, BY JOHN DIEBOLD, IN WHICH THE AUTHOR DESCRIBES ACTUAL TECHNOLOGICAL CHANGES, SHOWS THAT TECHNOLOGY IS THE AGENT FOR SOCIAL CHANGE, AND RECOMMENDS GIVING HIGH LEVEL ATTENTION TO THE HUMAN AND SOCIAL PROBLEMS ASSOCIATED WITH

(CONT.)
279 TECHNOLOGY, (2) LABORS VIEW OF AUTOMATION, BY CARL WINN, IN WHICH THE AUTHOR PROPOSED COLLECTIVE BARGAINING TO FACILITATE THE ORDERLY INTRODUCTION OF AUTOMATION AND PROVIDE STANDARDS AND PROCEDURES FOR THE DISTRIBUTION OF EMPLOYMENT OPPORTUNITIES AND AUTOMATION COSTS AND BENEFITS, AND A STABLE SOCIAL AND ECONOMIC STRUCTURE PROVIDING WORK FOR EVERYONE WHO WANTS TO WORK, (3) SOCIAL EFFECTS OF AUTOMATION, BY EDWARD GROSS, IN WHICH IT IS RECOMMENDED THAT GUIDANCE COUNSELORS NOT ONLY COUNSEL INDIVIDUALS BUT SOCIETY ITSELF SO THAT THE ADVERSE SOCIAL AND PSYCHOLOGICAL EFFECTS OF AUTOMATION CAN BE MINIMIZED, AND (4) TECHNOLOGICAL CHANGE AND VOCATIONAL COUNSELING, BY JOSEPH SAMLER, IN WHICH THE THREAT AND PROMISE OF TECHNOLOGICAL CHANGE, THE EMERGING LABOR FORCE, AND THE EMERGING COUNSELING PROBLEMS ARE DISCUSSED. THIS DOCUMENT IS AVAILABLE FOR $1.00 FROM NATIONAL VOCATIONAL GUIDANCE ASSOCIATION, 1605 NEW HAMPSHIRE AVENUE, N.W., WASHINGTON, D.C. 20009. (JM)
AIM/ARM: VT003826

280 AUTOMOBILE MECHANIC (AUTO. SER.) 620.281: FOREIGN CAR MECHANIC (AUTO. SER.) 620.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. FEB 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, AUTO MECHANICS (OCCUPATION), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MECHANICAL SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FOREIGN CAR MECHANIC, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED060083

281 AUTOMOBILE-BODY REPAIRMAN (AUTO. SER.) 807.381--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. DEC 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, AUTO BODY REPAIRMEN, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUICANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066475

282 AUTOMOBILE-SERVICE-STATION ATTENDANT 7-60.500--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MOTOR VEHICLES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENEPAL APTITUDE TEST BATTERY, SERVICE STATION ATTENDANT
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

(CONT.)
282 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063384

283 AUTOMOBILE-SERVICE-STATION MECHANIC (AUTO. SER.) 620.381--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, AUTO MECHANICS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SERVICE STATION MECHANIC
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066509

284 AUTONOMY IN WORK 1976
SRIVASTVA, S.
ORGANIZATION AND ADMINISTRATIVE SCIENCES, VOL.7, NO.1-2, SPRING-SUMMER 1976, P. 49-68.
BIBLIOG. 8
BEHAVIORAL SCIENCE, EFFICIENCY, EMPLOYEE RELATIONS, FEEDBACK, HUMAN BEHAVIOR, INDUSTRIAL DEMOCRACY, INDUSTRIAL RELATIONS, INTERNAL ORGANIZATION ENVIRONMENT, JOB ANALYSIS, JOB PERFORMANCE, JOB SATISFACTION, MANAGEMENT, MANAGEMENT CONTROL, ORGANIZATION STRUCTURE, ORGANIZATIONAL THEORY, PARTICIPATIVE MANAGEMENT, PERSONNEL MANAGEMENT, PRODUCTIVITY, PSYCHOLOGY, SELF REGULATION, SUPERIOR SUBORDINATE RELATIONSHIP, SUPERVISION
PEOPLE NEED AUTONOMY AT WORK BECAUSE IT ENHANCES SATISFACTION AND INCREASES PRODUCTIVITY. AUTONOMY IS EXAMINED AS A SUBJECTIVE FEELING STATE OR AN ENVIRONMENTAL ETHOS, AND AS AN OBJECTIVE, STRUCTURAL INTERVENTION IN THE ORGANIZED WORKPLACE. AUTONOMY IS A DEMAND ON OTHERS TO ACCEPT EACH OTHER AS INTERDEPENDENT AND NOT DEPENDENT. SEVERAL AUTONOMY-RELEVANT DIMENSIONS ARE EXAMINED. FEEDBACK IS NECESSARY IF AUTONOMY IS TO RESULT IN HIGHER PERFORMANCE.
MGMT: 0A576N0049

285 AVAILABILITY DATA MINORITIES AND WOMEN. JUN 73
OFFICE FOR CIVIL RIGHTS (DHEW), WASHINGTON, D.C.
NOTES: 79P.
AMERICAN INDIANS, DEGREES (TITLES), EMPLOYMENT OPPORTUNITIES, ENROLLMENT TRENDS, FEMALES, HIGHER EDUCATION, MINORITY GROUPS, NEGROES, PUERTO RICANS, SPANISH AMERICANS, STATISTICAL DATA
SOURCES AND TYPE OF DATA CONCERNING MINORITY GROUPS AND WOMEN ARE LISTED IN AN EFFORT TO ASSIST EMPLOYERS AND INSTITUTIONS OF HIGHER EDUCATION. EXCERPTS AND STATISTICS FROM VARIOUS SOURCES ARE PRESENTED. REPRODUCED FROM BEST AVAILABLE COPY. (MJM)
ERIC: ED098883

286 THE AVAILABILITY OF DATA ON COMPANY TRAINING PROGRAMS A FEASIBILITY STUDY. JUN 71
SOMERS, GERALD G.AND OTHERS
WISCONSIN UNIV., MADISON. CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 70P.
CULTURALLY DISADVANTAGED, DATA COLLECTION, EMPLOYER ATTITUDES, EMPLOYERS, FEASIBILITY STUDIES, INPLANT PROGRAMS, NATIONAL SURVEYS, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PROGRAM COSTS, QUESTIONNAIRES
LITTLE IS KNOWN ABOUT THE EXTENT OF PRIVATE SKILL TRAINING, WITH REGARD TO THE NUMBER AND CHARACTERISTICS OF TRAINEES, THE PROGRAMS, OR THEIR COSTS, YET FEDERAL POLICIES NEED TO BE BASED ON FULL KNOWLEDGE OF EXISTING PRIVATE EFFORTS. THIS SURVEY WAS CONDUCTED TO DETERMINE THE FEASIBILITY OF CONDUCTING A NATIONAL MAIL SURVEY OF EMPLOYERS AND TO DEVELOP THE NECESSARY INSTRUMENTS FOR THE SURVEY. IN ADDITION TO FINDINGS AND RECOMMENDATIONS REGARDING FEASIBILITY, THE REPORT PROVIDES SOME SUBSTANTIVE INFORMATION ON COMPANY TRAINING PROGRAMS. SAMPLE QUESTIONNAIRES ARE APPENDED. (3H)
ERIC: ED055197 CENTER FOR STUDIES IN VOC. AND TECH. EDUCATION, 4315 SOCIAL SCIENCE BLDG., UNIVERSITY OF WISCONSIN, MADISON, WISCONSIN 53706 ($1.50)

287 AVIONICS INSTRUMENT SYSTEMS SPECIALIST CAREER LADDER AFSCS 32531, 32551, 31571, AND 32591. OCCUPATIONAL SURVEY REPORT. 1 FEB 75
AIR FORCE OCCUPATIONAL MEASUREMENT CENTER, LACKLAND AFB, TEX.
NOTES: 52P.

(CONT.)

287 AVIATION TECHNOLOGY, CAREER LADDERS, CAREERS, INSTRUMENTATION, INSTRUMENTATION TECHNICIANS, JOB TRAINING, MANPOWER DEVELOPMENT, MILITARY PERSONNEL, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, SPECIALISTS, TABLES (DATA), TASK ANALYSIS, VOCATIONAL EDUCATION, AIR FORCE, AVIONICS
THE AVIONICS INSTRUMENT SYSTEMS CAREER LADDER (AFSC 325X1) PROVIDES FLIGHT LINE AND SHOP MAINTENANCE TRAINING ON AIRCRAFT INSTRUMENT SYSTEMS, ELECTROMECHANCIAL INSTRUMENTS, COMPONENTS, AND TEST EQUIPMENT. DUTIES INVOLVE INSPECTING, REMOVING, INSTALLING, REPAIRING, OPERATING, TROUBLESHOOTING, OVERHAULING, AND MODIFYING SYSTEMS SUCH AS FLIGHT AND ENGINE INSTRUMENT SYSTEMS, FLIGHT DATA RECORDER SYSTEM, CENTRAL AIR DATA COMPUTER (CADC) SYSTEMS, FLIGHT DIRECTOR INDICATING SYSTEMS, GYRO/MAGNETIC COMPASSES, CLOCKS, PRESSURE, TEMPERATURE, AND LIQUID AND TORQUE INDICATING SYSTEMS. A WIDE VARIETY OF INSTRUMENTS IS MAINTAINED ON ALL TYPES OF AIRCRAFT STATIONED WORLD-WIDE. THIS RESULTS IN THE PERFORMANCE OF A RATHER LARGE NUMBER OF TASKS BY PERSONNEL IN DAFSC325X1. IF A DECISION IS MADE TO COMBINE THE 325X1 WITH 325X0, SOME COMPENSATING REDUCTION IN WORKLOAD SHOULD BE PROVIDED. (NTIS)
ERIC: ED115830 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. AD-A007-677: MF $2.25, HC $4.25)

288 B.O.P., INC. A SIMULATED MORTGAGE AND LOAN OFFICE EXEMPLARY PROJECT IN VOCATIONAL EDUCATION STUDENTS MANUAL.
BINGHAM COUNTY CAREER EDUCATION, BLACKFOOT, IDAHO. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 132P.: FOR RELATED DOCUMENT SEE CE 004 281
BUSINESS SKILLS, FINANCE OCCUPATIONS, INSTRUCTIONAL MATERIALS, JOB SKILLS, MANUALS, MOBILE EDUCATIONAL SERVICES, OFFICE OCCUPATIONS EDUCATION, OFFICE PRACTICE, SECONDARY EDUCATION, SIMULATED ENVIRONMENT, SIMULATION, SKILL DEVELOPMENT, TASK PERFORMANCE, TEACHING METHODS, WORK EXPERIENCE PROGRAMS
BOP, INC. IS A MOBILE EDUCATIONAL SERVICE THAT PLACES THE STUDENT IN A SIMULATED MORTGAGE AND LOAN OFFICE TO PROVIDE A REALISTIC OFFICE LEARNING ENVIRONMENT. THE STUDENT MANUAL OPENS WITH A BRIEF REFERENCE INFORMATION SECTION ON THE PURPOSES OF AN OFFICE SIMULATION, AN EXPLANATION OF A MORTGAGE LOAN OFFICE, AN OUTLINE OF NORMAL BUSINESS FUNCTIONS, A LISTING OF WORK ATTITUDES, RULES FOR THE OFFICE, AN OUTLINE OF WORK EVALUATION STANDARDS, A DISCUSSION OF OFFICE DEBRIEFINGS AND PUBLIC RELATIONS, AND A GLOSSARY OF MORTGAGE AND LOAN TERMS. THE REMAINING TWO-THIRDS OF THE DOCUMENT CONTAINS JOB DESCRIPTIONS, OUTLINED PROCEDURES, TASK SHEETS AND INSTRUCTIONAL MATERIALS FOR THE BOP POSITIONS OF VICE PRESIDENT, EXECUTIVE SECRETARY, ADMINISTRATIVE ASSISTANT, RECEPTIONIST, CASHIER, POSTING AND TAX CLERK, AND INSURANCE CLERK. (3P)
ERIC: ED109435

289 B.O.P., INC. A SIMULATED MORTGAGE AND LOAN OFFICE. EXEMPLARY PROJECT IN VOCATIONAL EDUCATION TEACHERS MANUAL.
BINGHAM COUNTY CAREER EDUCATION, BLACKFOOT, IDAHO. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 142P.: FOR RELATED DOCUMENT, SEE CE 004 279-280 AND CE 004 340
BUSINESS SKILLS, FINANCE OCCUPATIONS, INSTRUCTIONAL MATERIALS, MANUALS, MOBILE EDUCATIONAL SERVICES, OFFICE OCCUPATIONS EDUCATION, OFFICE PRACTICE, SECONDARY EDUCATION, SIMULATED ENVIRONMENT, SIMULATION, SKILL DEVELOPMENT, TEACHING GUIDES, TEACHING METHODS, WORK EXPERIENCE PROGRAMS, IDAHO (BINGHAM COUNTY)
BOP, INC., IS A SIMULATED MORTGAGE AND LOAN OFFICE SERVING STUDENTS IN THE HIGH SCHOOLS OF BINGHAM COUNTY, IDAHO, THROUGH A MOBILE EDUCATIONAL SERVICE PROGRAM. THE PROGRAMS PRIMARY PURPOSE IS TO PROVIDE WORK EXPERIENCES FOR HIGH SCHOOL STUDENTS WHO HAVE OFFICE SKILLS SO THAT THEY CAN MAKE DECISIONS ABOUT WORKING IN AN OFFICE. THE TEACHERS MANUAL OPENS THE DOCUMENT WITH A PROGRAM OVERVIEW EXPLAINING THE PROGRAMS FOUR PHASES (1) ORIENTATION AND PREPARATION, (2) POSITIONAL INSTRUCTIONS AND SIMULATION, (3) ROTATION, AND (4) INDEPTH SIMULATION. ADDITIONAL MATERIALS PROVIDE A DESCRIPTION OF THE PHYSICAL FACILITY (FLOOR PLANS, OFFICE SKETCHES, AND EQUIPMENT AND MATERIALS NEEDED): TEACHER PREREQUISITES: A RATIONALE FOR ESTABLISHING A SIMULATION IN AN OFFICE PRACTICE CLASS: AN EXPLANATION OF THE SIMULATION DESIGN FOR PHASES 2, 3, AND 4: A DETAILED OUTLINE OF FILES AND MATERIALS NEEDED TO RUN THE SIMULATION: TEACHERS KEYS FOR PHASES 2, 3, AND 4: SUGGESTED RUSH JOBS FOR USE IN PHASE FOUR OF THE BOP SIMULATION: VARIOUS MATERIALS TO BE USED IN INTERVIEWING FOR BOP POSITIONS: AND A BOP SELF-EVALUATION AND PROGRAM EVALUATION SHEET. (3P)
ERIC: ED109436

290 BACK PAY LIABILITY UNDER TITLE VII 1974
SAND, R.M.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 225-230.
COMPENSATION, DISCRIMINATION, EMPLOYEE RIGHTS, EQUAL EMPLOYMENT OPPORTUNITY, FAIR EMPLOYMENT PRACTICES, INDUSTRIAL RELATIONS, LITIGATION, MINORITIES, STEEL INDUSTRY, UNIONS
EXAMINES THE VIEWPOINTS OF THE CONTENDING PARTIES INVOLVED IN EQUAL EMPLOYMENT OPPORTUNITY LITIGATION, SPECIFICALLY FOCUSED UPON BACK PAY LIABILITY.
MGNT: IR337670225

291 BACK TO WORK AFTER RETIREMENT. 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 19P.

(CONT.)

291 RETIREMENT, OLDER ADULTS, EMPLOYMENT OPPORTUNITIES, JOB MARKET, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, MANPOWER UTILIZATION, MIDDLE AGED
THIS BOOKLET WAS PREPARED BY THE MANPOWER ADMINISTRATION TO PROVIDE FACTS ABOUT THE EMPLOYMENT OF OLDER WORKERS IN THE UNITED STATES. INCLUDED ARE GENERAL INFORMATION ON THE JOB MARKET FOR PERSONS OF RETIREMENT AGE, TIPS ON JOB HUNTING, SPECIFIC JOB OPPORTUNITIES FOR RETIREES, AND SUGGESTIONS ON QUALIFYING FOR JOBS THROUGH GOVERNMENT AND PRIVATE PROGRAMS. (AW)
AIM/ARM: VT014123 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($0.60: L 1.2 TR 31/3)

292 BACK TO WORK WORKSHOP FOR WOMEN, A SUGGESTED COURSE OF STUDY DESIGNED FOR PUBLIC SCHOOL ADULT EDUCATION PROGRAMS. 68
NEW YORK STATE EDUCATION DEPT., ALBANY, BUREAU OF CONTINUING EDUCATION CURRICULUM DEVELOPMENT.
NOTES: 50P.
ADULT EDUCATION PROGRAMS, EMPLOYMENT QUALIFICATIONS, FEMALES, JOB APPLICATION, JOBS, JOB SEARCH METHODS, JOB SKILLS, JOB TRAINING, OCCUPATIONAL GUIDANCE, WORKSHOPS
THIS PUBLICATION PROVIDES LEADERS OF PUBLIC SCHOOL ADULT EDUCATION PROGRAMS WITH A PRACTICAL GUIDE TO THE ORGANIZATION AND CONTENT OF A WORKSHOP FOR WOMEN WHO DESIRE TO RETURN TO WORK. THE SECTION ON ORGANIZATION (PART I) PRESENTS THE RATIONALE FOR A WORKSHOP AND TREATS SUCH BASIC MATTERS AS THE SELECTION OF THE WORKSHOP LEADER, AND PROMOTING AND CONDUCTING A WORKSHOP. THE SECTION ON SCOPE (PART II) GIVES A SESSION-BY-SESSION ACCOUNT OF THE ACTUAL WORKSHOP. THE APPENDIX (PART III) PROVIDES A BIBLIOGRAPHY AS WELL AS INFORMATION ABOUT EDUCATION AND TRAINING PROGRAMS FOR ADULTS. (WL)
ERIC: ED134737

293 BACKGROUND CHARACTERISTICS, ORIENTATION, WORK EXPERIENCE, AND WORK VALUES OF EMPLOYEES HIRED FROM HUMAN RESOURCES DEVELOPMENT APPLICANTS BY COMPANIES AFFILIATED WITH THE NATIONAL ALLIANCE OF BUSINESSMEN. AUG 71
GOODALE, JAMES G.
BOWLING GREEN STATE UNIV., OHIO, DEPT. OF PSYCHOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 61P.; PH.D. DISSERTATION, BOWLING GREEN STATE UNIV
CHANGING ATTITUDES, CULTURAL BACKGROUND, DISADVANTAGED GROUPS, DOCTORAL THESES, EDUCATIONAL BACKGROUND, HUMAN RESOURCES, INDIVIDUAL DIFFERENCES, JOB TRAINING, SOCIOECONOMIC BACKGROUND, TRAINING OBJECTIVES, WORK ATTITUDES, WORK EXPERIENCE
THIS STUDY SOUGHT TO DESCRIBE HOW WORK VALUES OF 110 DISADVANTAGED PERSONS DIFFER FROM THOSE OF 180 REGULARLY EMPLOYED, UNSKILLED AND SEMISKILLED SUBJECTS, TO IDENTIFY BIOGRAPHICAL CORRELATES OF WORK VALUES ENDORSED BY THE HARD CORE, AND TO DETECT CHANGES IN WORK VALUES AS A FUNCTION OF TRAINING. DATA WERE GATHERED VIA QUESTIONNAIRES AND INTERVIEWS. HARD-CORE TRAINEES DIFFERED MARKEDLY FROM REGULAR EMPLOYEES IN WORK VALUES. THEY PLACED LESS EMPHASIS ON THE TENDENCY TO KEEP ACTIVE ON THE JOB, THE PERCEIVED SOCIAL STATUS OF BEING EMPLOYED, AND THE INTRINSIC REWARDS OF WORK. DISADVANTAGED SUBJECTS STRESSED MAKING MONEY ON THE JOB AND TAKING PRIDE IN THEIR WORK MORE THAN DID THE REGULAR EMPLOYEES. SIGNIFICANT RELATIONSHIPS WERE FOUND BETWEEN BACKGROUND CHARACTERISTICS AND WORK VALUES OF THE HARD CORE. CHANGES IN WORK VALUES OF DISADVANTAGED PERSONS INVOLVED IN EIGHT WEEKS OF TRAINING DID NOT DIFFER SIGNIFICANTLY FROM THOSE OF 252 NON-EQUIVALENT CONTROL SUBJECTS (INSURANCE AGENTS AND COLLEGE STUDENTS). SEVERAL SUGGESTIONS WERE MADE REGARDING METHODS OF TRAINING WHICH ARE LIKELY TO ALTER WORK VALUES. (AUTHOR)
ERIC: ED081998 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 941, MF $1.45, HC $3.00)

294 BACKGROUND FACTS ON WOMEN WORKERS IN THE UNITED STATES. 70
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 24P.; 1970 REVISION
ACADEMIC ACHIEVEMENT, AGE, EMPLOYMENT EXPERIENCE, EMPLOYMENT STATISTICS, LABOR FORCE, MARITAL STATUS, OCCUPATIONAL SURVEYS, OCCUPATIONS, TABLES (DATA), UNEMPLOYMENT, WAGES, WORKING WOMEN
IN 1969 THERE WERE 30.5 MILLION WOMEN WORKERS (38 PERCENT OF ALL WORKERS) 16 YEARS OF AGE AND OVER, WHICH REPRESENTED AN INCREASE OF 1.3 MILLION SINCE 1968. ABOUT 58 PERCENT OF THE WOMEN WORKERS WERE MARRIED AND LIVING WITH THEIR HUSBANDS. LABOR FORCE PARTICIPATION WAS HIGHEST AMONG MOTHERS WITH SCHOOL-AGE CHILDREN ONLY (51 PERCENT) AND LOWEST AMONG THOSE WITH CHILDREN UNDER 3 YEARS OF AGE (26 PERCENT). THE LARGEST OCCUPATIONAL GROUPS WERE (1) CLERICAL (10 MILLION), (2) SERVICE WORKERS (4.7 MILLION), AND (3) OPERATIVES (4.5 MILLION). THE MEDIAN EARNINGS OF FULL-TIME YEAR-ROUND WORKERS WAS $4,457, OR 58 PERCENT OF THE YEAR-ROUND SALARY FOR MEN. ABOUT 20 PERCENT OF THE WOMEN BUT ONLY 8 PERCENT OF THE MEN EARNED LESS THAN $3,000 WHILE ONLY 3 PERCENT OF THE WOMEN AS COMPARED WITH 28 PERCENT OF THE MEN EARNED $10,000 OR MORE. THESE AND OTHER DATA CONCERNING WOMEN WORKERS ARE PRESENTED IN TABULAR FORM. (SB)
ERIC: ED048038 WOMENS BUREAU, WAGE AND LABOR STANDARDS ADMINISTRATION, U.S. DEPARTMENT OF LABOR, WASHINGTON, D.C. 20210 (NO CHARGE)

295 BACKGROUND PAPER ON DROPOUTS AND YOUTH EMPLOYMENT. AUG63
NOTES: 26P.
ACHIEVEMENT, DISADVANTAGED YOUTH, DROPOUTS, EMPLOYMENT OPPORTUNITIES, SCHOOL COMMUNITY RELATIONSHIP

(CONT.)

295 EMPLOYMENT PROSPECTS OF SCHOOL DROPOUTS ARE SIGNIFICANTLY LOWER THAN FOR HIGH SCHOOL GRADUATES. REASONS FOR DROPPING OUT OF SCHOOL AS DETERMINED FROM TEACHERS, DROPOUTS, AND RECORDS INCLUDE LOW ACADEMIC APTITUDE, RETARDED EMOTIONAL MATURITY AND SOCIAL ADJUSTMENT, LACK OF INTEREST, ECONOMIC REASONS, AND MARRIAGE AND PREGNANCY. ON THE AVERAGE, DROPOUTS ARE RATED AT THE LOWER END OF INTELLIGENCE SCALE AND SCORE LOWER IN SCHOOL ACHIEVEMENT. CHARACTERISTICS OF POTENTIAL DROPOUTS INCLUDE FAILURE TO ACHIEVE IN REGULAR SCHOOL WORK, AN AGE OF 16 YEARS OR MORE, ON READING ABILITY, GRADE LEVEL PLACEMENT 2 OR MORE YEARS BELOW AVERAGE FOR GRADE, IRREGULAR ATTENDANCE, AND FREQUENT TARDINESS. THE POTENTIAL DROPOUT CAN BE DESCRIBED AND IDENTIFIED WITH A FAIR DEGREE OF ACCURACY AT LEAST 5 YEARS BEFORE THE DROPOUT OCCURS. THE NUMBER OF DROPOUTS CAN BE REDUCED BY APPROPRIATELY DESIGNED SCHOOL-COMMUNITY PROGRAMS. SUCCESSFUL PROGRAMS USUALLY INCLUDE--A COMMUNITY-WIDE EFFORT INVOLVING SCHOOL, STUDENTS, PARENTS, AND WELFARE AGENTS, DIRECT CONTACT AND INVOLVEMENT OF PARENTS, A LONG-RANGE PROGRAM BEGINNING IN THE ELEMENTARY SCHOOL AND CONTINUING THROUGH THE SECONDARY SCHOOL, FLEXIBLE PROGRAMS TO MEET NEEDS OF THE POTENTIAL DROPOUT, A HIGHER THAN NORMAL RATIO OF INSTRUCTIONAL STAFF, A FULLY STAFFED PUPIL PERSONNEL TEAM WHICH INCLUDES COUNSELORS, PSYCHOLOGISTS, SOCIAL WORKERS, AND HEALTH WORKERS, PROVISIONS FOR WORK EXPERIENCES, AND A CONCENTRATED EFFORT TO DEVELOP THE VALUES AND ATTITUDES FROM WHICH THE STUDENT DERIVES THE MOTIVATION TO STAY IN SCHOOL AND PREPARE FOR WORK. OFFICE OF EDUCATION PROGRAMS AND ACTIVITIES RELATED TO SCHOOL DROPOUTS AND YOUTH EMPLOYMENT INCLUDE GRANT-IN-AID AND CONTRACT PROGRAMS, PROFESSIONAL PROGRAMS AND PROFESSIONAL LEADERSHIP AND SERVICES. OTHER AGENCIES HAVE SPONSORED PROGRAMS AND ACTIVITIES RELATED TO THE HOLDING POWER OF SCHOOLS, RECLAMATION OF DROPOUTS, AND YOUTH EMPLOYMENT.
ERIC: ED002547

296 THE BACKLASH PHENOMENON 1976
WOLFE, H.B.
VITAL SPEECHES, VOL.42, NO.21, AUG 15, 1976, P. 669-672.
DISCRIMINATION, EDUCATION, EEO, EMPLOYMENT, EQUAL RIGHTS, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, SOCIAL ISSUES, WOMEN, WOMEN IN BUSINESS
AN ANALYSIS OF ERA AND ITS LEGISLATIVE SUCCESSES AND DEFEATS, INCLUDING REASONS FOR THE BACKLASH AGAINST THE AMENDMENT.
MGMT: VIT76M0669

297 A BAD CASE OF FROSTBITE 1977
BUSINESS WEEK, NO.2470, FEB 14, 1977, P. 32-33.
ECONOMIC FORECAST, ECONOMICS, LAYOFF, UNEMPLOYMENT
EXPLORES THE PROBABLE EXTENT OF ECONOMIC DAMAGE CAUSED BY THE SEVERE WINTER.
MGMT: BWE7731432

298 BAGGER II 9-68.01: BAG SEALER 9-68.301 PACKER II 9-68.30: WEIGHER II 9-68.01 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEALERS, TEST RELIABILITY, TEST VALIDITY, BAGGER, BAG SEALER, GATB, GENERAL APTITUDE TEST BATTERY, PACKER, WEIGHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061293

299 BAKER (BAKE, PROD.) 526,791 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BAKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING

(CONT.)
299 SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060124

300 BALANCING JOBS, INVESTMENT AND DEMOCRACY AN INTERVIEW WITH SWEDISH PRIME MINISTER OLOF PALME 1975
BUSINESS WEEK, NO.2412, DEC 22, 1975, P. 26-27.
ECONOMICS, ENERGY, EXPORT, HUMAN RESOURCE DEVELOPMENT, INVENTORY MANAGEMENT, INVESTMENT, JOB DEVELOPMENT, LESS DEVELOPED COUNTRY, LONG RANGE PLANNING AND OBJECTIVES, PRODUCTION POLICY, STEEL INDUSTRY, STOCK, TAX CREDIT, TAXATION, UNEMPLOYMENT
SWEDEN IS CURRENTLY EXPLORING NEW ECONOMIC CONCEPTS ACCORDING TO PRIME MINISTER OLOF PALME. THESE INCLUDE GOVERNMENT FINANCING OF PRODUCTION FOR INVENTORY INSTEAD OF LAYOFFS, RESTRAINTS ON SOME IMPORTS, WORKER PARTICIPATION IN MANAGEMENT POLICIES, PLANNED ECONOMIC DEVELOPMENT FOR LONG- TERM GOALS, AND A PROPOSAL FOR SETTING ASIDE PROFITS TO HELP WORKERS BUY SHARES OF COMPANY STOCK.
MGMT: 3ME75L2226

301 BALLING-MACHINE OPERATOR (TEXTILE: TEX. PROD., N.E.C.) 6-19.110--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INDUSTRY, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRODUCTION TECHNIQUES, TEST RELIABILITY, TEST VALIDITY, BALLING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY, TEXTILES
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065641

302 BARBER (PER. SER.) 330.371--TECHNICAL REPORT ON DEVELOPMENT OF USES TEST BATTERY. JUL 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, BARBERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED065576

303 BARRIERS TO EMPLOYMENT AND THE DISADVANTAGED OCT 77
MILLER, C. DEAN:OETTING, GENE
PERSONNEL AND GUIDANCE JOURNAL:56:2:89-93
EMPLOYMENT PROBLEMS, EMPLOYMENT OPPORTUNITIES, DISADVANTAGED GROUPS, JOB PLACEMENT, HELPING RELATIONSHIP, RESEARCH PROJECTS, PROGRAM DESCRIPTIONS, COUNSELING PROGRAMS
BARRIERS TO EMPLOYMENT FOR ECONOMICALLY AND VOCATIONALLY DISADVANTAGED PERSONS ARE PRESENTED IN THIS STUDY. FOUR CLUSTERS OF BARRIERS ARE IDENTIFIED JOB QUALIFICATIONS, SOCIAL AND INTERPERSONAL CONFLICT, LEGAL AND FINANCIAL PROBLEMS, AND EMOTIONAL-PERSONAL PROBLEMS. COUNSELING PROGRAMS ARE ALSO DESCRIBED TO HELP INDIVIDUALS OVERCOME THESE BARRIERS. (AUTHOR/HLM)
ERIC: EJ165604 REPRINT AVAILABLE (SEE P. VII) UMI

304 BARRIERS TO EMPLOYMENT OF THE DISADVANTAGED. APR 68
NOTES: 27P.
DEPRESSED AREAS (GEOGRAPHIC), DISADVANTAGED GROUPS, EMPLOYMENT PROBLEMS, INDIVIDUAL CHARACTERISTICS, SLUM ENVIRONMENT, SOCIOECONOMIC INFLUENCES, SUBEMPLOYMENT, UNEMPLOYED, WELFARE PROBLEMS, WORK ATTITUDES
HALF A MILLION PERSONS, REPRESENTING 7.5 PERCENT OF THE POVERTY AREA WORK FORCE, WERE UNEMPLOYED IN THE POVERTY AREAS OF LARGE STANDARD METROPOLITAN STATISTICAL AREAS IN MARCH 1966. HOWEVER, A REASONABLE, AND PROBABLY MINIMAL, ESTIMATE OF SUBEMPLOYMENT (A COMPOSITE MEASURE OF BOTH JOBLESSNESS AND EMPLOYMENT AT SUBSTANDARD WAGES) IN THESE POVERTY AREAS WOULD BE 1.5 MILLION. THE FACTORS WHICH PRODUCE SUBEMPLOYMENT IN BIG CITY POVERTY AREAS ARE AS DIVERSE AS THE CHARACTERISTICS OF THE PEOPLE AFFECTED. THEY ARE ALSO INTERRELATED, MUTUALLY REINFORCING, AND DIFFICULT TO DISENTANGLE. SOCIAL-PSYCHOLOGICAL FACTORS, LACK OF EDUCATION AND TRAINING, ILL-HEALTH, DISCRIMINATION AND OTHER EMPLOYER PRACTICES WITH RESPECT TO SELECTION OF EMPLOYEES, AND DISTANCE FROM AVAILABLE JOBS ARE AMONG THE MANY BARRIERS WHICH CONTRIBUTE TO JOBLESSNESS, UNDEREMPLOYMENT, AND LOW EARNINGS. THE BARRIERS WHICH SEPARATE SUBEMPLOYED SLUM RESIDENTS FROM THE MAINSTREAM OF ECONOMIC AND SOCIAL LIFE HAVE RESULTED IN THE CREATION OF AN IRREGULAR ECONOMY IN POVERTY AREAS, A SEPARATE ECONOMIC WORLD WHICH DIFFERS VITALLY FROM THE MIDDLE-CLASS WORLD SURROUNDING THE SLUMS. THIS WORLD HAS ITS OWN SPECIAL VALUES, ITS OWN STRATEGIES FOR SURVIVAL, ITS OWN MORAL STANDARDS, AND ITS OWN CRITERIA OF SUCCESS OR FAILURE. MOTHERS RECEIVING ASSISTANCE THROUGH THE FEDERAL PROGRAM OF AID TO FAMILIES WITH DEPENDENT CHILDREN ARE USED IN AN ILLUSTRATIVE STUDY OF ONE GROUP OF SUBEMPLOYED IN THE IRREGULAR ECONOMY. THE IMPLICATIONS OF THE VARIOUS DIMENSIONS OF SUBEMPLOYMENT FOR MANPOWER POLICIES ARE DISCUSSED. THIS CHAPTER APPEARS IN MANPOWER REPORT OF THE PRESIDENT AND REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING (1968) AVAILABLE AS VT 001 825. (ET)
AIM/ARM: VT005343

305 BARRIERS TO ENTRY AND RE-ENTRY INTO THE LABOR FORCE 7 JUN 74
JUSENIUS, CAROL L.;SANDELL, STEVEN H.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. WOMENS BUREAU, WASHINGTON, D.C.
GRANT NO. DL-20-11-74-28
NOTES: FINAL REPT. 55P
MANPOWER UTILIZATION, FEMALES, INDUSTRIAL RELATIONS, LABOR MARKET, EMPLOYER ATTITUDES, NTISLABREU
THIS REPORT ADDRESSES SOME OF THE ISSUES AND PROBLEMS CONCERNING THE LABOR MARKET EXPERIENCES OF WOMEN IN THE UNITED STATES. SPECIFICALLY, IT FOCUSES ON BARRIERS WOMEN FACE WHEN THEY CONSIDER ENTRY OR RE-ENTRY INTO THE LABOR FORCE. PART 1 DISCUSSES THE PROBLEM AND THE EXISTING LITERATURE ON THE GENERAL SUBJECT, AND POINTS OUT TOPICS WHICH REQUIRE FURTHER RESEARCH. PART 2 FOCUSES ON SOME OF THE METHODOLOGICAL AND EMPIRICAL PROBLEMS INHERENT IN SUCH ANALYSIS AS THEY BEAR ON FUTURE RESEARCH NEEDS. CONCLUDING REMARKS ARE IN PART 3.
NTIS: PB-257 621/3ST NTIS PRICES PC$4.50/MF$3.00

306 BARRIERS TO INCREASED LABOR PRODUCTIVITY 1976
HERSHFIELD, D.C.
CONFERENCE BOARD RECORD, VOL.13, NO.7, JULY 1976, P. 38-41.
AUTOMATION, EMPLOYEE BEHAVIOR, INDUSTRIAL RELATIONS, LABOR, LABOR NEGOTIATIONS, PRODUCTIVITY, RESISTANCE TO CHANGE, SAFETY, TECHNOLOGICAL CHANGE, UNIONS
DIVIDES PRODUCTIVITY BARRIERS INTO THREE BASIC TYPES: OPPOSITION TO INTRODUCTION OF NEW TECHNOLOGY BARRIERS TO MOST PRODUCTIVE USE OF NEW TECHNOLOGY AND BARRIERS TO MOST PRODUCTIVE ASSIGNMENT OF HUMAN RESOURCES. EXPLORES BARGAINING METHODS USED BY 85 COMPANIES TO SOLVE THESE PROBLEMS.
MGMT: C3876C0039

307 BARRIERS TO THE NURSE PRACTITIONER MOVEMENT PROBLEMS OF WOMEN IN A WOMANS FIELD DEC 74
BULLOUGH, BONNIE
CALIFORNIA UNIV., LOS ANGELES, SCHOOL OF NURSING.
NOTES: 9P
HEALTH MANPOWER, HRP/UM, HRP/EL, HRP/ZJ, HRP/PA, HRPGEO/YNO, HRPOCC/XOAG, REPRINTS, NURSE PRACTITIONERS, FEMALES, PHYSICIANS, SOCIAL COMMUNICATION, BEHAVIOR, ATTITUDES, BARRIERS, MANPOWER UTILIZATION, NTISHRAMP
FACTORS IN THE TRADITIONAL SUBORDINATION OF NURSES TO PHYSICIANS ARE EXAMINED IN A DISCUSSION CONCERNED PRIMARILY WITH BARRIERS TO THE FULL USE OF NURSES IN PRACTITIONER ROLES. IT IS SUGGESTED THAT NURSING REFLECTS A STRONGLY STERECTYPED ROLE OF WOMEN, THAT THE NORMS AND VALUES OF NURSING ARE FEMININE, AND THAT THE RELATIONSHIPS BETWEEN NURSES AND PHYSICIANS EMBODY ALL OF THE MALE-FEMALE GAMES ASSOCIATED WITH SUBORDINATION. IN ADDITION, THE EDUCATIONAL SYSTEM HAS TENDED TO REINFORCE THE FEMININE AND SUBORDINATE ROLE OF NURSES. FOR THESE REASONS, NURSES ALLOWED A NEW, PREDOMINANTLY MALE OCCUPATION (THE PHYSICIANS ASSISTANT) TO DEVELOP TO FILL A NEED THAT NURSES, WITH A MINIMUM AMOUNT OF ADDITIONAL TRAINING, WERE QUALIFIED TO FILL. A STUDY IS CITED IN WHICH A FORM OF ANTICIPATORY WITHDRAWAL BEHAVIOR WAS IDENTIFIED IN NURSES. THROUGH THEIR RESPONSES TO SITUATIONS INVOLVING THE QUESTIONING OF A PHYSICIANS ORDERS, THE NURSES SHOWED A PREFERENCE FOR AN INDIRECT APPROACH RATHER THAN AN OPEN STATEMENT OF OPINION. RESPONDING TO THE SAME SITUATION, MANY PHYSICIANS SHOWED AN ACTUAL PREFERENCE FOR A DIRECT RESPONSE, AS OPPOSED TO A POLITE ONE, FROM NURSES. SIMILAR BEHAVIOR ON THE PART OF NURSES IS SAID TO BE REFLECTED IN A MODEL NURSE PRACTICE ACT FORMULATED BY THE AMERICAN

(CONT.)
307 NURSES ASSOCIATION. IT IS CONCLUDED THAT, ALTHOUGH CHANGES IN STATE LICENSURE AND EDUCATIONAL REFORMS ARE FACILITATING THE NURSE PRACTITIONER MOVEMENT, STEREOTYPED COMMUNICATION PATTERNS BETWEEN NURSES AND PHYSICIANS CONTINUE TO IMPEDE THAT MOVEMENT.
NTIS: HRP-0016316/2ST NTIS PRICE NOT AVAILABLE NTIS

308 BASER (ELEC. EQUIP.) 7-00.070: THREADER (ELECTRONICS) 7-00.024 -- TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BASER (ELECTRICAL EQUIPMENT), GATB, GENERAL APTITUDE TEST BATTERY, THREADER ELECTRONICS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059303

309 BASIC EDUCATION AND JOB TRAINING JAN 75
DAVIES, MARY F.
MANPOWER:7:1:2-8
MANPOWER DEVELOPMENT, ADULT BASIC EDUCATION, SURVEYS, EDUCATIONAL ASSESSMENT, PILOT PROJECTS, JOB TRAINING, VOCATIONAL EDUCATION, ADULT PROGRAMS, EDUCATIONAL RESEARCH, EDUCATIONAL DEVELOPMENT, MANPOWER ADMINISTRATION
AN ACCOUNT OF SOME OF THE MANPOWER ADMINISTRATION RESEARCH AND DEVELOPMENT PROJECTS INVOLVING ADULT BASIC EDUCATION EFFORTS. THE ARTICLE DOES NOT AIM TO BE A COMPREHENSIVE TREATMENT OF THE COMPLEX SUBJECT: RATHER, IT FOCUSES ON THE QUESTIONS AND ANSWERS UNCOVERED IN A NUMBER OF PROJECTS, PRIMARILY IN URBAN SETTINGS. (AUTHOR/AJ)
ERIC: EJ108706

310 BASIC EDUCATION IN MANPOWER PROGRAMS THE R + D EXPERIENCE. MANPOWER RESEARCH MONOGRAPH NO. 38. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 57P.
ADULT BASIC EDUCATION, ADULT EDUCATION, PROGRAM DESCRIPTIONS, TEACHING METHODS
THE REPORT RELATES THE EXPERIENCE OF CONTRACTORS WITH THE MANPOWER ADMINISTRATION OF THE DEPARTMENT OF LABOR IN PROVIDING ADULT BASIC EDUCATION TO MANPOWER PROGRAM CLIENTS IN RESEARCH AND DEMONSTRATION PROJECTS. IT SUMMARIZES THE FINDINGS AND PROGRESS OF SEVERAL EXPERIMENTAL PROJECTS FROM THE INITIAL EFFORTS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 TO THOSE STILL UNDERWAY AS THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 CAME INTO FORCE. DRAWING ON EXPERIENCES FROM THE PROGRAMS DESCRIBED, THE FOCUS OF THE REPORT IS ON WAYS TO PROVIDE ADULTS WITH ACADEMIC SKILLS. AMONG THE TOPICS CONSIDERED ARE INDIVIDUALIZED INSTRUCTION, PROGRAMED INSTRUCTION, DIAGNOSTIC AND EVALUATIVE TESTS, LEARNING MOTIVATION, BEHAVIORAL OBJECTIVES, LEARNING ENVIRONMENT, TEACHER TRAINING, USE OF TUTORS, COUNSELING AND SUPPORTIVE SERVICES, ENGLISH AS A SECOND LANGUAGE, AND PROJECTS OF SPECIAL SIGNIFICANCE. THE REPORT POINTS TO MANY UNRESOLVED PROBLEMS AND TO THE NEED FOR FURTHER RESEARCH TO DOCUMENT THE TEACHING TECHNIQUES, MATERIALS, AND ENVIRONMENTS THAT WORK BEST FOR PARTICULAR KINDS OF CLIENTS. APPENDED ARE BRIEF DISCUSSIONS OF RELATED ACTIVITIES IN MANPOWER PROGRAMS ADMINISTERED BY THE DEPARTMENT OF LABOR AND OF RELEVANT RESEARCH BY THE OFFICE OF EDUCATION. (AUTHOR/PB)
ERIC: ED110699 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 ($1.15)

311 BASIC EDUCATION SERVICES IN MANPOWER TRAINING PROGRAMS. A REPORT FROM THE NATIONAL INVENTORY OF MANPOWER PROGRAMS. FINAL REPORT. SEP 72
PETERSON, GENE B.:DRURY, THOMAS F.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 372P.
ADULT BASIC EDUCATION, LITERACY EDUCATION, MANPOWER DEVELOPMENT, REMEDIAL PROGRAMS, REMEDIAL TEACHERS
THE REPORT EXPLORES EXTENT, AVAILABILITY, AND COST OF BASIC AND REMEDIAL EDUCATION SERVICES IN DEPARTMENT OF LABOR MANPOWER TRAINING PROGRAMS. IT DISCUSSES FACTORS IN THE DECISION TO PROVIDE BASIC EDUCATION, TYPES OF ORGANIZATIONS PROVIDING BASIC EDUCATION, SCHEDULES AND LINKAGES WITH SKILL TRAINING PROVIDING BASIC EDUCATION TAILORED TO SPECIFIC OCCUPATIONS, TEXTS AND TESTS USED, AMOUNT OF INSTRUCTION REQUIRED TO ADVANCE ONE GRADE LEVEL, THE GENERAL EDUCATIONAL DEVELOPMENT TEST AS A CURRICULUM OBJECTIVE, USE AND EVALUATION OF TECHNICAL ASSISTANCE, CHARACTERISTICS OF STAFF OF BASIC EDUCATION

(CONT.)

311 UNITS, BASIC EDUCATION INSTRUCTORS, AND PROBLEMS IN STAFFING BASIC EDUCATION PROGRAMS. (AUTHOR)
ERIC: ED074292 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 360, MF $.95: HC $6.00)

312 BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT), FINAL REPORT. 69
PUERTO RICAN FORUM, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 121P.
DEMONSTRATION PROJECTS, ENGLISH (SECOND LANGUAGE), JOB SKILLS, LANGUAGE DEVELOPMENT, MANPOWER DEVELOPMENT, PUERTO RICANS, SECOND LANGUAGE LEARNING, STATISTICAL ANALYSIS, TABLES (DATA), VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, WORK ATTITUDES, BASIC OCCUPATIONAL LANGUAGE TRAINING, BOLT
THIS 18-MONTH PHASE OF A CONTINUING DEMONSTRATION PROJECT WAS DESIGNED TO DEVELOP AND TEST A PROGRAM OF ENGLISH LITERACY TRAINING FOR PUERTO RICAN WORKERS. PARTICIPATION IN THE BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM WAS BASED ON THE ASSUMPTIONS THAT AN INTENSIVE EXPOSURE BASIS WILL RESULT IN SIGNIFICANT IMPROVEMENT IN JOB-RELATED AND NON-JOB-RELATED ENGLISH LANGUAGE CAPABILITY AS MEASURED BY DESIGNATED TESTS AND FOLLOWUP, AND IMPROVEMENT IN LANGUAGE CAPABILITY WILL CONTRIBUTE SIGNIFICANTLY TO PERSISTENCE, SUCCESS IN AND BENEFIT FROM SPECIFIC JOB UPGRADING PROGRAMS, AS DERIVED FROM ANALYSIS OF SKILL TRAINING REPORTS AND FOLLOWUP IN EMPLOYMENT. OTHER THAN THE POSITIVE RESULTS THAT LANGUAGE IMPROVEMENT DOES, IN FACT, OCCUR, AND THAT IT CONTRIBUTES TO JOB RETENTION AND UPGRADING, OTHER INFERENCES CAN BE MADE FROM THE DATA FROM COMPUTER ANALYSIS AND A RANGE OF EVALUATION DATA COMPILED. THE ASSUMPTION THAT OLDER MEN RESIST TRAINING IS UNWARRANTED AS SHOWN BY SIGNIFICANT INCREASES IN LANGUAGE COMPETENCY IN 40- AND 50-YEAR-OLD STUDENTS. THE REPORT GIVES AN ACCOUNT OF TECHNIQUES AND ACTIONS WHICH RESULTED IN A CONTINUATION OF THE EXPERIMENTATION IN A SECOND PHASE NOW IN PROGRESS. (AUTHOR)
ERIC: ED055151

313 A BASIC PLAN FOR THE ORGANIZATION AND MANAGEMENT OF INSTRUCTION IN VOCATIONAL TOOL AND DIE . 67
MISSISSIPPI STATE DEPT. OF VOCATIONAL EDUCATION, STATE COLLEGE;MISSISSIPPI STATE UNIV., STATE COLLEGE. CURRICULUM LAB.
NOTES: 68P.
CURRICULUM GUIDES, TRADE AND INDUSTRIAL EDUCATION, TOOL AND DIE MAKERS, HIGH SCHOOLS, POST SECONDARY EDUCATION, EQUIPMENT, CURRICULUM DEVELOPMENT
THIS CURRICULUM GUIDE IS FOR INSTRUCTOR USE IN DEVELOPING INSTRUCTIONAL MATERIALS FOR HIGH SCHOOL AND POST-HIGH SCHOOL VOCATIONAL TRADE PREPARATORY PROGRAMS IN TOOL AND DIE WORK. IT WAS DEVELOPED IN A WORKSHOP BY SYSTEMATICALLY DIVIDING THE TRADE INTO MAJOR SEGMENTS AND THEN INTO BASIC MANIPULATIVE TASKS AND INFORMATIONAL TOPICS WHICH CONTRIBUTE TO THE INTELLIGENT USE OF JOB SKILLS. THIS PRELIMINARY DRAFT, TO BE REVIEWED BY TOOL AND DIE INSTRUCTORS AND AN INDUSTRIAL COMMITTEE, WILL INCORPORATE REVISIONS RECOMMENDED BY THE TWO GROUPS. THE COURSE OBJECTIVE IS TO DEVELOP KNOWLEDGES AND SKILLS THAT QUALIFY THE TRAINEE FOR EMPLOYMENT AS AN ADVANCED LEARNER IN THE TOOL AND DIE TRADE. THE OUTLINES OF INSTRUCTIONAL BLOCKS ARE (1) JIGS AND FIXTURES, (2) CUTTING TOOLS, (3) DIES, (4) DIE REPAIR, (5) CAVITIES, AND (6) GAGES. THE COURSE IS DESIGNED FOR A 72-WEEK PERIOD OF 2,160 HOURS. THE TEACHER SHOULD BE TRADE COMPETENT WITH TEACHING SKILLS, AND THE STUDENTS SHOULD BE THOSE WHO WANT, NEED, AND CAN PROFIT FROM THE TRAINING. STUDENT SELECTION TECHNIQUES SHOULD INCLUDE TESTING, EXAMINING SCHOOL RECORDS, AND INTERVIEWING. SUPPLEMENTARY MATERIALS INCLUDE LISTS OF RECOMMENDED TEXTBOOKS, SUGGESTED REFERENCES, AND EQUIPMENT. (MC)
AIM/ARM: VT003993 CURRICULUM LABORATORY, BOX NU, STATE COLLEGE, MISSISSIPPI 39762 ($1.00).

314 BASICS OF A HARD CORE PROGRAM JUN 70
KARP, WILLIAM
TRAINING BUS INDUST;7;6;23-27
EMPLOYMENT PROGRAMS, GUIDELINES, JOB TRAINING, UNEMPLOYED, UNSKILLED WORKERS
SUFFICIENT EXPERIENCE WITH HIRING AND TRAINING PROGRAMS FOR HARD CORE UNEMPLOYED HAS BEEN ACCUMULATED TO SPELL OUT THE FUNDAMENTALS ON SUPERVISOR TRAINING, ENTRY JOBS, RECRUITMENT, EMPLOYMENT PRACTICES, EVALUATION, REMEDIAL EDUCATION, AND SUPPORTIVE SERVICES. (LY)
ERIC: EJ022173

315 THE BASIS OF SEX-BIAS IN THE JOB RECRUITMENT SITUATION 1976
COHEN, S.L.
HUMAN RESOURCE MANAGEMENT, VOL.15, NO.3, FALL 1976, P. 8-10. BIBLIOG. 2
DISCRIMINATION, EEO, HIRING, HUMAN RESOURCE DEVELOPMENT, JOB DESCRIPTION, PERSONNEL MANAGEMENT, RECRUITMENT, WOMEN, WOMEN IN BUSINESS
SEX ROLE STEREOTYPING BEGINS AT THE MANAGEMENT RECRUITERS INTERVIEW TABLE. IN AN INTERVIEW SIMULATION STUDY, PERSONNEL MANAGERS CONSISTENTLY CONSIDERED APPLICANTS MORE FAVORABLY FOR SEX-CONGRUENT JOB OPENINGS-EVEN WHEN PERCEIVED QUALIFICATIONS OF MALE AND FEMALE APPLICANTS WERE THE SAME. APPLICANTS DEEMED ACCEPTABLE BY THE MANAGERS FOR SEX-INCONGRUENT POSITIONS WERE USUALLY REGARDED AS POSSESSING HIGHER-ORDER TASK ORIENTED SKILLS.
MGMT: HRM76P0008

316 BATTERY LOADER (TEXTILE) 8-19.01--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANUFACTURING, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BATTERY LOADER, GATB, GENERAL APTITUDE TEST BATTERY, TEXTILE INDUSTRY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065572

317 BECOMING A PERSON FOR LIVING IN SOCIETY AND THE WORLD OF WORK. JUL 72
GRIFFIN, S. DANIELLE
OMAHA PUBLIC SCHOOLS, NEBR. DEPT. OF VOCATIONAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEG-0-71-4661(361)
TEACHING GUIDES, INSTRUCTIONAL MATERIALS, SECONDARY GRADES, CAREER EDUCATION, VOCATIONAL DEVELOPMENT, DISADVANTAGED YOUTH, OCCUPATIONAL INFORMATION, PERSONAL ADJUSTMENT, PERSONAL GROWTH, PERSONAL INTERESTS, OMAHA PUBLIC SCHOOLS, CAREER AWARENESS
THIS GUIDE IS ONE OF A SERIES AIMED AT PROVIDING DISADVANTAGED YOUTH IN THE OMAHA PUBLIC SCHOOL SYSTEM WITH A MORE COMPREHENSIVE CAREER EDUCATION PROGRAM. THE OUTCOME OF A WORKSHOP HELD DURING THE SUMMER OF 1972, THE GUIDE FOCUSES ON PERSONAL AWARENESS AND COPING WITH SOCIETAL EXPECTATIONS AND NEEDS. INCLUDED ARE (1) A CHART OF THE FUTURE DEPICTING WHAT THE YEARS TO COME MIGHT HOLD, (2) CONCEPTS TO BE EMPHASIZED, (3) OBJECTIVES TO BE ACHIEVED, (4) DISCUSSION QUESTIONS, (5) EXERCISE SHEETS, (6) A TEACHING GUIDE, AND (7) EVALUATION SUGGESTIONS. SUPPLEMENTING THE DOCUMENT IS A BIBLIOGRAPHY CONTAINING REFERENCE BOOKS, PERIODICALS, GAMES AND SIMULATIONS, AUDIO-VISUAL MATERIALS, AND TESTS WHICH MAY BE USED TO FACILITATE INSTRUCTION. (SN)
AIM/ARM: VT100886

318 BEEFING UP THE FEDERAL JOBS PROGRAM 1975
BUSINESS WEEK, NO.2369, FEB 24, 1975, P. 80.
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INSURANCE, LABOR MARKET, UNEMPLOYMENT, UNIONS
PROCEED BY THE GROWING UNEMPLOYMENT, VARIOUS JOB PROGRAMS HAVE BEEN SUGGESTED BY CONGRESS AND BY THE ADMINISTRATION WHICH WOULD BE ADMINISTERED BY THE STATES UNDER REVENUE SHARING PLANS. ALSO UNEMPLOYMENT INSURANCE BENEFITS ARE BEING ENLARGED AND EXTENDED.
MGMT: BWE7582480

319 BELGIUM, CME COUNTRY REPORTS . JUL 74
COUNCIL OF EUROPE, STRASBOURG (FRANCE). DOCUMENTATION CENTER FOR EDUCATION IN EUROPE.
NOTES: 210.: FOR RELATED DOCUMENTS, SEE RC 008 093-094: RC 008 096-109
ACCULTURATION, ADULT EDUCATION, FEDERAL LEGISLATION, HISTORY, IMMIGRANTS, MANPOWER NEEDS, MIGRANT CHILD EDUCATION, MIGRANT WORKERS, MULTILINGUALISM, SECOND LANGUAGE LEARNING, SOCIOCULTURAL PATTERNS, VOCATIONAL EDUCATION, BELGIUM
FROM THE END OF WORLD WAR II TO 1964, IMMIGRATION TRENDS IN BELGIUM WERE LARGELY GOVERNED BY THE NEED TO SUPPLY WORKERS FOR THE COAL INDUSTRY, WHICH LED TO AN INFLUX OF ITALIANS, GREEKS, SPANIARDS, TURKS, AND MORROCANS. IN 1971 THERE WERE APPROXIMATELY 200,000 FOREIGN WORKERS IN BELGIUM: THE MAJORITY OF THESE WERE ITALIAN, RELYING HEAVILY ON FOREIGN MANPOWER, EDUCATION IS USED TO FACILITATE THE INTEGRATION OF IMMIGRANTS. MIGRANT CHILDREN RECEIVE THE SAME TREATMENT AS BELGIAN CHILDREN: ADULT IMMIGRANTS ARE GIVEN AN OPPORTUNITY TO LEARN ONE OF THE 3 NATIONAL LANGUAGES -- DUTCH, FRENCH, OR GERMAN. EXPLANATIONS ARE GIVEN FOR PRE-SCHOOL, COMPULSORY, AND SENIOR SECONDARY EDUCATIONAL LEGISLATION, AND FOR LEGISLATION FROM THE CRECHE TO THE END OF SECONDARY SCHOOLING (LANGUAGE USE IS DETERMINED BY LAW -- THE COUNTRY IS DIVIDED INTO 4 LANGUAGE REGIONS: TEACHING SHALL BE PROVIDED IN THE LANGUAGE OF THE REGION ONLY). DURING COMPULSORY SCHOOLING, THERE IS A SPECIAL ACCELERATED FRENCH LANGUAGE COURSE FOR MIGRANT CHILDREN: AFTER COMPULSORY SCHOOLING, THERE ARE SPECIAL REDUCED-TIMETABLE CLASSES TO FACILITATE SOCIAL ADAPTATION OF ADOLESCENTS AND ADULTS WHO ARE ALREADY WORKING. THE APPENDIX GIVES AN EXTRACT FROM THE CONCLUSIONS OF THE LIEGE COLLOQUY AND ITS 5 PROPOSALS. (KM)
ERIC: ED096053 NOT AVAILABLE SEPARATELY, SEE RC 008 093

320 BELIEFS OF INDUSTRIAL EDUCATION TEACHERS REGARDING THEIR TEACHING PRACTICES FOR PREVENTING DROPOUTS. 69
RALSTROM, STIG EMIL
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 69P.

(CONT.)
320 BIBLIOGRAPHIES, DOCTORAL THESES, DROPOUT PREVENTION, DROPOUT RESEARCH, DROPOUTS, INDUSTRIAL ARTS TEACHERS, INDUSTRIAL EDUCATION, INNER CITY, TEACHER ATTITUDES, TEACHER RATING, TEACHING METHODS, URBAN SCHOOLS, OFFICE OF MANPOWER POLICY EVALUATION RESEARCH
THE PURPOSE OF THIS STUDY WAS TO IDENTIFY, EVALUATE, AND STUDY IN DEPTH SELECTED BELIEFS REGARDING TEACHING PRACTICES THAT COULD HELP INDUSTRIAL EDUCATION TEACHERS WORK MORE EFFECTIVELY TO PREVENT DROPOUTS. THE OBJECTIVES OF THIS TASK WERE TO (1) PROPOSE AND IDENTIFY TEACHING PRACTICES THAT COULD PREVENT DROPOUTS, (2) EVALUATE SELECTED TEACHING PRACTICES THAT COULD PREVENT OR CONTRIBUTE TO DROPOUTS, (3) DISCOVER WHETHER TEACHERS WITH SCHOOL-TEAM HOLDING POWER DIFFER IN THEIR BELIEFS CONCERNING TEACHING PRACTICES THAT PREVENT OR CONTRIBUTE TO DROPOUTS FROM THE USUAL TEACHERS IN INNER AND OUTER CITY SENIOR HIGH AND VOCATIONAL SCHOOLS, AND (4) STUDY IN DEPTH FEASIBLE WAYS AND MEANS OF IMPLEMENTING OR OF OVERCOMING SELECTED TEACHING PRACTICES THAT COULD PREVENT OR CONTRIBUTE TO DROPOUTS. MAJOR FINDINGS INCLUDED (1) 78 POSITIVE TEACHING PRACTICES, (2) 13 NEGATIVE TEACHING PRACTICES, (3) 12 TEACHING PRACTICES CONSIDERED BY INNER-CITY TEACHERS TO BE MORE CRITICAL IN PREVENTING DROPOUTS, (4) 20 POSITIVE TEACHING PRACTICES RECOGNIZED BY INNER CITY TEACHERS WITH DEMONSTRATED SCHOOL-TEAM HOLDING POWER, (5) IMPLEMENTATION MEASURES FOR THESE PRACTICES, AND (6) FACTORS WHICH MAKE THESE TEACHING PRACTICES DIFFICULT TO FULFILL. THIS ED.D. THESIS WAS SUBMITTED TO WAYNE STATE UNIVERSITY. (GR)
ERIC: ED036624 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106

321 BENCH CARPENTER (ANY IND.) 760.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JAN 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CARPENTERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, WOODWORKING, BENCH CARPENTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066517

322 BENEFIT/COST ESTIMATES FOR JOB CORPS. DISCUSSION PAPERS. SEP 67
CAIN, GLEN G.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 52P.
COST EFFECTIVENESS, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, JOB TRAINING, OFF THE JOB TRAINING, PROGRAM COSTS, PROGRAM EVALUATION, SKILL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, JOB CORPS
IN THIS REVIEW, BENEFITS ARE EQUATED WITH THE IMPACT OF THE JOB CORPS ON INCREASING EARNINGS OF THE CORPSMEN ABOVE WHAT THEIR EARNINGS WOULD HAVE BEEN IN THE ABSENCE OF THE PROGRAM. EARNING IMPROVEMENTS ARE MEASURED IN TWO ALTERNATIVE WAYS (1) THE EDUCATIONAL GAINS ACHIEVED IN THE JOB CORPS IN CONJUNCTION WITH EDUCATION AND LIFE-TIME EARNINGS, AND (2) COMPARISON OF WAGES EARNED BY EX-CORPSMEN WITH THE WAGES OF A COMPARABLE GROUP OF YOUTH WHO HAD NO JOB CORPS EXPERIENCE. NET COSTS OF THE AVERAGE FIVE-MONTH JOB CORPS EXPERIENCE IS ESTIMATED AT $3500 AND THIS FIGURE INCLUDES AN ALLOWANCE FOR THE OVERHEAD EXPENSES OF JOB CORPS AND FOR THE EARNINGS FOREGONE BY THE CORPSMEN DURING THEIR TRAINING. APPRAISED VALUE OF WORK PROJECTS IS SUBTRACTED FROM COSTS AND, FINALLY, THE VALUE OF TRANSFER PAYMENTS MADE TO CORPSMEN IS DEDUCTED. ANALYSIS IS SUPPORTED BY A TECHNICAL DISCUSSION OF SOURCE MATERIALS AND PROCEDURES USED TO MANIPULATE DATA. (KG)
ERIC: ED037495

323 BENEFITS AND COSTS OF MANPOWER SERVICES IN THE INTERLAKE RURAL DEVELOPMENT AREA. RESEARCH BULLETIN NO. 72-1. MAR 72
MACMILLAN, JAMES A.;AND OTHERS
MANITOBA UNIV., WINNIPEG. DEPT. OF AGRICULTURAL AND FARM MANAGEMENT.
GRANT NO. 93-72-1
NOTES: 165P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
AMERICAN INDIANS, COMPARATIVE ANALYSIS, COST EFFECTIVENESS, DATA BASES, ECONOMICALLY DISADVANTAGED, EMPLOYMENT, FARM MANAGEMENT, INDUSTRIAL TRAINING, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, RELOCATION, RURAL DEVELOPMENT, SOCIAL SERVICES, TABLES (DATA), VOCATIONAL EDUCATION, CANADA, INTERLAKE, MANITOBA
RESEARCH OBJECTIVES WERE TO DETERMINE THE IMPACT OF SELECTED MANPOWER PROGRAMS ON THE

(CONT.)
323 INTERLAKE AREA OF MANITOBA, EMPLOYING A BENEFIT-COST ANALYSIS: MEASURE THE DIFFERENTIAL EFFECTS OF MANPOWER SERVICES: PRODUCE A DATA BASE ON CHARACTERISTICS OF THE UNEMPLOYED AND UNDEREMPLOYED: AND COMPARE THE LONG RUN BENEFITS OF MANPOWER, CAPITAL IMPROVEMENTS, AND SOCIAL SERVICE INPUT. AFTER DETERMINING 12 TYPES OF MANPOWER SERVICES AVAILABLE, A SERVICE GROUP (63 PERCENT RESPONSE) AND A RANDOMLY SELECTED NORM GROUP (43 PERCENT RESPONSE) WERE INTERVIEWED VIA QUESTIONNAIRE FOR COMPARATIVE INFORMATION ON (1) MECHANISMS MOST USED IN SEEKING JOBS: (2) RELOCATION PREFERENCES: (3) BASE PERIOD AND EXPOSURE PERIOD: AND (4) BENEFITS AND COSTS OF MANPOWER SERVICES. SOME SIGNIFICANT FINDINGS WERE INDUSTRIAL, FARM MANAGEMENT, AND VOCATIONAL AND SPECIAL TRAINING WERE OF GREATEST BENEFIT TO THE TRAINED CLIENT: BASE YEAR LEVEL OF EARNINGS AND LEVEL OF WEEKS EMPLOYED WERE THE MOST IMPORTANT CHARACTERISTICS DETERMINING THE LEVEL OF INCOME BENEFITS FROM NON-AGRICULTURAL SERVICES: THERE WAS A POTENTIAL FOR REDUCING UNMET CLIENT NEEDS WITH IMPROVED MOBILITY AND PLACEMENT SERVICES: CLIENT CHARACTERISTICS INDICATED THE DISADVANTAGED WERE BEING SERVED, PARTICULARLY AMERICAN INDIANS: AND MANPOWER SERVICES HAD INCREASED EMPLOYMENT AND EARNINGS FOR MOST GROUPS. (JC)
ERIC: ED107395

324 A BETTER WAY TO DEAL WITH UNEMPLOYMENT JUN 73
FALTERMAYER, EDMUND
FORTUNE:87:6:146-149,236,239,241-242
AGE DIFFERENCES, CLASSIFICATION, DATA ANALYSIS, LABOR MARKET, RACIAL DIFFERENCES, SEX DIFFERENCES, UNEMPLOYED, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, YOUTH PROBLEMS
RECOMMENDS THAT ONE BEGIN BY IGNORING THE OVERALL UNEMPLOYMENT RATE AND CONCENTRATE ON SOME PARTICULAR GROUPS WITH SPECIAL PROBLEMS IN MAKING EMPLOYMENT POLICIES. (DM)
ERIC: EJ077708

325 BEYOND FEMINIST POLITICS THE ISRAELI WOMAN AUG 76
PINCUS, CYNTHIA
SCHOOL REVIEW:84:4:564-71
WORKING WOMEN, SOCIAL ENVIRONMENT, MOTHERS, CHILD RESPONSIBILITY, MANPOWER UTILIZATION, LIFE STYLE, ROLE CONFLICT, SOCIAL SERVICES, SELF CONCEPT
ERIC: EJ152772

326 BIAS IN OOH ILLUSTRATIONS JUN 75
LAUVER, PHILIP J.:AND OTHERS
VOCATIONAL GUIDANCE QUARTERLY:23:4:335-341
OCCUPATIONAL INFORMATION, STEREOTYPES, MEDIA RESEARCH, BIAS, PHOTOGRAPHS, MINORITY GROUPS, CAREER OPPORTUNITIES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL OUTLOOK HANDBOOK
PHOTOGRAPHS OF WORKERS IN THE CURRENT OCCUPATIONAL OUTLOOK HANDBOOK WERE ANALYZED TO DETERMINE WHETHER A BIASED VIEW OF CAREER OPPORTUNITIES WAS PRESENTED IN THIS ESTEEMED AND WIDELY USED COUNSELING TOOL. COMMENT BY ROBERT P. OVERS (AUTHOR)
ERIC: EJ119089

327 THE BIAS IN THE GOVERNMENTS ANTI-BIAS AGENCY 1976
BABINOWITZ, D.
FORTUNE, VOL.94, NO.6, DEC 1976, P. 138-148.
AFFIRMATIVE ACTION, BLACKS, CIVIL RIGHTS, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT AGENCY, HIRING, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, MINORITIES IN BUSINESS, PROMOTION, WOMEN IN BUSINESS
QUOTAS AND PREFERENTIAL HIRING HAS BEEN ENCOURAGED BY THE CIVIL RIGHTS ACT OF 1964, AND CHARGES OF MISMANAGEMENT HAVE BEEN MADE AGAINST THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION. HANDLING ITS BACKLOG OF DISCRIMINATION COMPLAINTS IS A MAJOR PROBLEM.
MGMT: FOR76L0138

328 BIBLIOGRAPHIES OF CAREER-RELATED MATERIALS. 75
BANKS, JENNIFER:AND OTHERS
EDUCATION DEVELOPMENT CENTER, INC., NEWTON, MASS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 178P.: RELATED DOCUMENTS VT 102 847 THROUGH VT 102 856 IN THIS ISSUE.
BIBLIOGRAPHIES, ANNOTATED BIBLIOGRAPHIES, RESOURCE GUIDES, CAREER PLANNING, ADULT COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL COUNSELING, OCCUPATIONAL INFORMATION, RESOURCE CENTERS, CAREER OPPORTUNITIES, EDUCATIONAL OPPORTUNITIES, HOME COMMUNITY BASED CAREER EDUCATION PROJECT
THIS PUBLICATION PRESENTS BOTH A SHELF COLLECTION LIST AND A SERIES OF ANNOTATED BIBLIOGRAPHIES ON SELECTED TOPICS IN THE COLLECTION OF THE RESOURCE CENTER OF THE EDUCATION DEVELOPMENT CENTERS HOME AND COMMUNITY-BASED CAREER EDUCATION PROJECT. IT IS INTENDED AS A GUIDE FOR ACQUIRING SOME OF THE HOLDINGS AND AS A BASIS FOR SELECTING PARTICULAR TYPES OF CAREER-RELATED MATERIALS FOR HOME-BASED ADULTS, THOSE 16 AND OVER WHO ARE NEITHER WORKING NOR ATTENDING SCHOOL FULL-TIME. CONTENTS ARE ARRANGED IN TWO SECTIONS MATERIALS IN THE SHELF COLLECTION LIST OF THE RESOURCE CENTER AND ANNOTATED BIBLIOGRAPHIES OF SOME OF THESE MATERIALS ON SEVEN MAJOR TOPICS. FOUR OF THESE TOPIC CATEGORIES CONTAIN MATERIALS OF USE TO BOTH COUNSELORS AND CLIENTS THE DIRECTORIES ON FINANCIAL AID, EDUCATIONAL AND TRAINING RESOURCES, OCCUPATIONAL INFORMATION, AND THE JOB SEARCH. THE OTHER THREE--ON COUNSELING, CAREER EDUCATION, AND WOMEN--INCLUDE MATERIALS PRIMARILY USEFUL TO COUNSELORS, EDUCATORS, AND OTHER PROFESSIONALS. THE SHELF COLLECTION LIST IS ARRANGED BY 65 SUBJECT HEADINGS TAKEN FROM THE THESAURUS OF ERIC DESCRIPTORS. BOTH SECTIONS PROVIDE ORDERING INFORMATION FOR MATERIALS CITED. (MF)
AIM/ARM: VT102847 CAREER EDUCATION PROJECT, EDUCATION DEVELOPMENT CENTER, 55 CHAPEL

(CONT.)
328 STREET, NEWTON, MASSACHUSETTS 02160.

329 BIBLIOGRAPHY FOR CURRICULUM DEVELOPMENT IN COUNSELING SKILLS FOR THE HELPING PROFESSIONS. HUMAN RESOURCES RESEARCH ORGANIZATION, RESEARCH PRODUCT 02-72-4. AUG 72
SEABRIGHT, CAROL L.
HUMAN RESOURCES RESEARCH ORGANIZATION, FORT KNOX, KY. DIV. 2. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
CONTRACT NO. DLMA-43-1-014-51
NOTES: 92P.
BIBLIOGRAPHIES, CAREER PLANNING, COUNSELORS, COUNSELOR TRAINING, CURRICULUM DEVELOPMENT, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, GUIDANCE COUNSELING, OCCUPATIONAL GUIDANCE, PROGRAM PLANNING, VOCATIONAL COUNSELING
THIS REPORT PRESENTS A COMPILATION OF BIBLIOGRAPHIC MATERIAL GATHERED DURING AN EVALUATION UNDERTAKEN BY THE HUMAN RESOURCES RESEARCH ORGANIZATION FOR THE U.S. DEPARTMENT OF LABOR. THE EVALUATION CONCERNED A SPECIAL USTES COUNSELOR TRAINING PROGRAM DESIGNED TO PROVIDE THE EQUIVALENT OF ONE YEAR OF FULL-TIME EDUCATION IN VOCATIONAL COUNSELING WITH SPECIAL EMPHASIS ON THE DISADVANTAGED CLIENT. THE REFERENCES CITED IN THIS REPORT WERE COLLECTED FROM 23 COUNSELOR TRAINING PROGRAMS BEING CONDUCTED IN COLLEGES AND UNIVERSITIES ACROSS THE COUNTRY. THEY HAVE BEEN ARRANGED ALPHABETICALLY BY AUTHOR AND THEN CROSS-REFERENCED BY SUBJECT AREA. THE BIBLIOGRAPHY WILL BE A PART OF THE FINAL REPORT FOR THIS PROJECT. IT IS BEING DISTRIBUTED ALSO AS A RESEARCH PROJECT TO FACILITATE EARLY UTILIZATION. THIS BIBLIOGRAPHY SHOULD BE USEFUL TO ACADEMIC STAFFS CURRENTLY CONDUCTING COUNSELOR TRAINING PROGRAMS AS WELL AS THOSE ORGANIZING NEW PROGRAMS. EMPLOYMENT SERVICE STAFF MEMBERS MAY FIND THE BIBLIOGRAPHY HELPFUL IN DESIGNING AND CONDUCTING IN-SERVICE TRAINING PROGRAMS AND AS BACKGROUND MATERIAL FOR STUDIES IN VOCATIONAL COUNSELING AND THE CULTURE OF THE ECONOMICALLY DISADVANTAGED. (AUTHOR)
ERIC: ED123543

330 BIBLIOGRAPHY NO. 16--MANPOWER AND ADDENDA 1-7. AUG 68
WISCONSIN UNIV., MADISON. CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION
NOTES: 176P.
ANNOTATED BIBLIOGRAPHIES, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, MANPOWER DEVELOPMENT, HUMAN CAPITAL, MANPOWER UTILIZATION
THIS BIBLIOGRAPHY OF MANPOWER MATERIALS WITH SIGNIFICANCE FOR VOCATIONAL AND TECHNICAL EDUCATION IDENTIFIES INFORMATION PUBLISHED IN EDUCATIONAL AND TRADE PERIODICALS, REPORTS, AND TEXT FORM THROUGH 1968. ENTRIES ARE ARRANGED ALPHABETICALLY BY AUTHOR IN THREE CATEGORIES IN-HOUSE MATERIALS, NON-LIBRARY MATERIALS, AND ABSTRACT MATERIALS. ANNOTATIONS ACCOMPANY MOST ENTRIES AND PROJECTS IN PROGRESS ARE IDENTIFIED. OTHER BIBLIOGRAPHIES IN THIS SERIES ARE VT 008 107-VT 008 124 (ALSO IN THIS ISSUE). (CH)
AIM/ARM: VT008116

331 BIBLIOGRAPHY OF INDUSTRIAL RELATIONS IN LATIN AMERICA. BIBLIOGRAPHY SERIES NO. 8. 67
MORRIS, JAMES O.;CORDOVA, EFREN
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 304P.
BIBLIOGRAPHIES, LABOR ECONOMICS, LABOR LAWS, LABOR PROBLEMS, LABOR UNIONS, MANAGEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, EMPLOYER EMPLOYEE RELATIONSHIP, RETIREMENT, ILO, INTERNATIONAL LABOR ORGANIZATION, INTER-AMERICAN LABOR ORGANIZATIONS, LATIN AMERICA
REFERENCES ARE GIVEN TO INDUSTRIAL RELATIONS AND LABOR LAW LITERATURE BEARING ON THE WORKER AND WORK RELATIONSHIP IN ALL SECTORS OF THE ECONOMY WITH OR WITHOUT UNIONS, AND REGARDLESS OF EMPLOYMENT, UNEMPLOYMENT, OR RETIREMENT STATUS. THE MATERIALS CITED ARE ABOUT EVENLY DIVIDED BETWEEN BOOKS, PAMPHLETS, AND STUDENT THESES, ON THE ONE HAND, AND JOURNAL ARTICLES, ON THE OTHER. MOST ENTRIES ARE IN SPANISH AND ORIGINATED IN LATIN AMERICA, BUT NUMEROUS MATERIALS IN ENGLISH ARE INCLUDED, AS WELL AS MATERIALS IN PORTUGUESE, FRENCH, GERMAN, ITALIAN, AND RUSSIAN. PART I INCLUDES THE TITLES DEALING WITH MORE THAN ONE COUNTRY OR GENERALIZING A TOPIC OR TOPICS WITHOUT EXCLUSIVE REFERENCE TO INDIVIDUAL COUNTRIES. THIS PART INCLUDES THE SUBHEADINGS BIBLIOGRAPHIES, GENERAL, LABOR ECONOMICS AND MANPOWER PROBLEMS, MANAGEMENT, UNIONS AND LABOR MOVEMENTS, LABOR-MANAGEMENT RELATIONS, LABOR LAW, SOCIAL SECURITY, INTER-AMERICAN LABOR ORGANIZATIONS, AND THE INTERNATIONAL LABOR ORGANIZATION AND LATIN AMERICA. PART II LISTS INDUSTRIAL RELATIONS SOURCE MATERIALS FOR EACH OF THE 20 LATIN AMERICAN REPUBLICS, AND PUERTO RICO. IN ADDITION TO LABOR LAW, THE BIBLIOGRAPHY IS HEAVY WITH MATERIALS ON SOCIAL SECURITY AND UNIONS AND THE LABOR MOVEMENT. IT IS LIGHTER ON MANAGEMENT, LABOR-MANAGEMENT RELATIONS, AND LABOR ECONOMICS AND MANPOWER PROBLEMS, SOMEWHAT IN THAT ORDER. (ET)
AIM/ARM: VT007155 DISTRIBUTION CENTER, NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY, ITHACA, NEW YORK 14850 ($10.00).

332 A BIBLIOGRAPHY OF LITERATURE ON STATUS PROJECTIONS OF YOUTH. I, OCCUPATIONAL ASPIRATIONS AND EXPECTATIONS. DEPARTMENTAL INFORMATION REPORT NO. 67-18. SEP 67
KUVLESKY, WILLIAM P.;OHLENDORF, GEORGE W.
NOTES: 58P.
BIBLIOGRAPHIES, COLLEGE STUDENTS, HIGH SCHOOL STUDENTS, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, OCCUPATIONAL MOBILITY, SOCIAL MOBILITY, SOCIAL STATUS, YOUTH
ONE OF A SERIES INTENDED TO SERVE AS A COMPREHENSIVE LISTING OF THE LITERATURE FROM

(CONT.)

332 DIVERSE PUBLICATIONS, DISCIPLINES, AND AGENCIES, ON THE STATUS PROJECTIONS (ASPIRATIONS AND EXPECTATIONS) OF YOUTH, THIS REPORT LISTS 621 CITATIONS ARRANGED ALPHABETICALLY BY AUTHOR UNDER JOURNAL ARTICLES, BULLETINS, REPORTS, AND UNPUBLISHED MATERIAL. PUBLICATION DATES RANGE FROM APPROXIMATELY 1938 TO 1967. NINETEEN CITATIONS ON THE RELATIONSHIP OF OCCUPATIONAL ORIENTATION TO SUBSEQUENT BEHAVIOR, WITH PUBLICATION DATES FROM 1937 TO 1967, ARE INCLUDED IN A SEPARATE LISTING. RESEARCHERS IN THE PROBLEM AREA OF STATUS PROJECTIONS OF YOUTH MAY USE THE BIBLIOGRAPHY AS A GUIDE TO SOURCES OF INFORMATION FOR PLANNING AND INTERPRETING STUDIES. BIBLIOGRAPHIES ON EDUCATIONAL ASPIRATIONS (VT 004 754) AND RESIDENCE, INCOME, AND FAMILY ORIENTATION (VT 004 755) ARE AVAILABLE. (ET)
AIM/ARM: VT004753

333 BIBLIOGRAPHY OF LITERATURE ON THE EMPIRICAL ANALYSIS OF SOCIAL AND OCCUPATIONAL MOBILITY JUN 77
PASSMORE, DAVID LYNN;MARTIN, KATHLEEN MCCLUSKEY
NATIONAL TECHNICAL INST FOR THE DEAF ROCHESTER N Y
NOTES: 6P
MANPOWER, SOCIAL MOBILITY, LABOR TURNOVER, OCCUPATIONAL MOBILITY, NTISDODXA
THE DESCRIPTION AND ANALYSIS OF THE MOBILITY OF TRAINING PROGRAM GRADUATES IS IMPORTANT FOR THE EVALUATION OF THE EFFECTS OF THESE PROGRAMS. THIS BIBLIOGRAPHY LISTS CITATIONS FROM ECONOMIC, SOCIOLOGICAL, AND STATISTICAL LITERATURE WHICH HAVE APPLICATION TO THIS EVALUATION PROBLEM. MUCH OF THIS LITERATURE CONTAINS APPLICATIONS OF MARKOV AND OTHER STOCHASTIC MODELS AND IS, IN MOST CASES, TECHNICALLY SOPHISTICATED. (AUTHOR)
NTIS: AD-A042 113/1ST NTIS PRICES PC A02/MF A01

334 A BIBLIOGRAPHY OF MANPOWER PROJECTIONS FOR THE NORTH CENTRAL REGION. NORTH CENTRAL REGIONAL REPORT NO. 5. SEP 68
NOTES: 66P.
ANNOTATED BIBLIOGRAPHIES, MANPOWER NEEDS, MANPOWER PROJECTIONS, NORTH CENTRAL REGION
THIS ANNOTATED BIBLIOGRAPHY CONTAINS STUDIES OF MANPOWER PROJECTIONS FOR AREAS WITHIN THE NORTH CENTRAL REGION OF THE UNITED STATES WHICH INCLUDES ILLINOIS, INDIANA, KENTUCKY, MICHIGAN, MINNESOTA, OHIO AND WISCONSIN. THE STUDIES ARE LISTED BY STATE AND THE ANNOTATIONS PROVIDE A BRIEF DESCRIPTION OF THE NATURE OF THE STUDY, PRIMARY CONTENTS, AND METHODOLOGY WHEN AVAILABLE. SOME OBJECTIVES OF THE CITED STUDIES WERE TO HELP ADMINISTER SPECIFIC PROGRAMS, PROVIDE INFORMATION FOR VOCATIONAL GUIDANCE, INFORM THE PUBLIC ABOUT MANPOWER PROBLEMS, AND ADVISE GOVERNMENT-RELATED AND OTHER INTERESTED PARTIES ABOUT MANPOWER PROBLEMS. SOURCES OF CURRENT MANPOWER PROJECTIONS, METHODOLOGY, ADDRESSES OF PUBLISHING ORGANIZATIONS, AN AREA INDEX, AND DEFINITIONS OF STANDARD METROPOLITAN AREAS ARE APPENDED. (EC)
AIM/ARM: VT008815

335 BIBLIOGRAPHY OF MANPOWER RESEARCH. FIRST EDITION 13 APR 72
CENTRAL ALL-VOLUNTEER FORCE TASK FORCE WASHINGTON D C
NOTES: 47P
MILITARY PERSONNEL, BIBLIOGRAPHIES, VETERANS, SD
THE BIBLIOGRAPHY WAS PREPARED TO PROVIDE AN ORGANIZED LISTING AND DESCRIPTION OF MILITARY MANPOWER PERSONNEL RESEARCH REPORTS AND STUDIES. THE BIBLIOGRAPHY INCLUDES REPORTS AND STUDIES COMPLETED SINCE 1 JANUARY 1968 OR CURRENTLY ONGOING. THE SERVICES SUBMITTED ABSTRACTS OF MANPOWER AND PERSONNEL RESEARCH STUDIES FOR THE DESIGNATED TIME PERIOD. THESE ABSTRACTS, TOGETHER WITH THOSE OBTAINED FROM OTHER SOURCES WITHIN THE DEFENSE COMMUNITY, WERE USED IN COMPILING THE BIBLIOGRAPHY. THE ABSTRACTS WERE REVIEWED, CATEGORIZED BY CONTENT AREA, AND THE TITLE OF THOSE MOST RELEVANT TO THE MANPOWER AND PERSONNEL AREA APPEAR IN THE BIBLIOGRAPHY. (AUTHOR)
NTIS: AD-757 753 NTIS PRICES PC$3.00/MF$0.95

336 BIBLIOGRAPHY OF THE OCCUPATIONAL RESEARCH DIVISION, AIR FORCE HUMAN RESOURCES LABORATORY (AFSC). JUL 74
ARCHER, JOANN R., ED.;GIORGIA, M. JOYCE, ED.
AIR FORCE HUMAN RESOURCES LAB., LACKLAND AFB, TEX. OCCUPATIONAL RESEARCH DIV.
NOTES: 37P.
BIBLIOGRAPHIES, CAREER LADDERS, EMPLOYMENT POTENTIAL, EMPLOYMENT QUALIFICATIONS, HUMAN RESOURCES, JOB ANALYSIS, JOB DEVELOPMENT, JOB SATISFACTION, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MEASUREMENT, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, PERFORMANCE CRITERIA, RESEARCH, SYSTEMS ANALYSIS, TASK PERFORMANCE, TECHNICAL REPORTS, WORK ATTITUDES, WORK EXPERIENCE, AFHRL, AIR FORCE, AIR FORCE HUMAN RESOURCES LABORATORY
THE REPORT PRESENTS AN UNCLASSIFIED, UNLIMITED BIBLIOGRAPHY OF TECHNICAL REPORTS AND OTHER PUBLICATIONS ON RESEARCH CONDUCTED BY THE OCCUPATIONAL RESEARCH DIVISION, AIR FORCE HUMAN RESOURCES LABORATORY (AFHRL). THE CITED REFERENCES COVER THE PERIOD JULY 1957, TO MARCH 1974, AND ARE COMPILED CHRONOLOGICALLY BY YEAR AND WITHIN THE YEAR. THE MISSION OF THE DIVISION SUPPORTS WORK FORCE DEVELOPMENT, EVALUATION, AND UTILIZATION THROUGH STUDIES ON: METHODS FOR COLLECTING, ANALYZING, AND RETRIEVING OCCUPATIONAL INFORMATION; STRUCTURING WORK INTO JOBS, SPECIALTIES, CAREER LADDERS, AND BROADER MANAGEMENT CATEGORIES; ESTABLISHING GRADE, PAY, TRAINING, EDUCATION, EXPERIENCE, AND OTHER JOB REQUIREMENTS; ORGANIZATIONAL AND MANAGEMENT ANALYSES; MEASURING WORKER EXPERIENCE, PERFORMANCE, POTENTIAL, AND SATISFACTION; TASK-ORIENTED CRITERION DEVELOPMENT; ESTABLISHING CAREER PROGRAMS AND REASSIGNMENT SYSTEMS. THE REFERENCES ARE NOT ANNOTATED. REPORTS LISTED IN THE BIBLIOGRAPHY MAY BE OBTAINED ON REQUEST BY QUALIFIED REQUESTORS; OR, INFORMATION ON OBTAINING THE REPORT WILL BE PROVIDED. (AUTHOR/AJ)
ERIC: ED105200

337 A BICENTENNIAL LOOK AT BLACK AMERICANS IN BUSINESS 1976
HILL, J. JR.
VITAL SPEECHES, VOL.42, NO.22, SEPT 1, 1976, P. 693-697.
BLACKS, BUSINESS OPPORTUNITY, CAPITAL PROCUREMENT, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, JOINT VENTURE, MINORITIES IN BUSINESS, RECESSION, SMALL BUSINESSES, UNEMPLOYMENT
BLACKS IN AMERICA CAN ONLY SHARE IN THE IMPROVED ECONOMY TO A LESSER DEGREE THAN THE TOTAL MARKETPLACE. NEEDED FOR BLACK BUSINESS TO PROSPER ARE CAPITAL, SKILLED MANAGEMENT AND MARKETS. LARGER FIRMS CAN PROVIDE AIDS TO VIABILITY.
MGMT: VIT76I0693

338 BIENVENIDOS MEXICAN-AMERICANS HAIL OPENING OF OCCUPATIONAL CENTER NOV 72
SMITH, JEAN LOVELL
AMERICAN VOCATIONAL JOURNAL;47:8:44-46
CULTURALLY DISADVANTAGED, EDUCATIONAL PROGRAMS, JOB TRAINING, MEXICAN AMERICANS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, WORK EXPERIENCE PROGRAMS, EAST LOS ANGELES OCCUPATIONAL CENTER
MEXICAN AMERICANS HAIL NEW OCCUPATIONAL CENTER. (EDITOR)
ERIC: EJ068851

339 THE BIG SQUEEZE ON U.S. COMPANIES 1975
BUSINESS WEEK, NO.2399, SEPT 22, 1975, P. 50-51+.
ASSET MANAGEMENT, CAPITAL INVESTMENTS, CAPITAL STRUCTURE, DEBT, ECONOMIC GROWTH, ECONOMICS, FINANCE, INDUSTRY ANALYSIS, INFLATION, INVENTORY MANAGEMENT, PRODUCTIVITY, PROFIT PERFORMANCE, UNEMPLOYMENT
A CAPITAL SHORTAGE APPEARS TO BE BUILDING UP FOR U.S. COMPANIES MANY OF WHICH ARE UNDERINVESTED AND OVER BORROWED. A CAPITAL GAP EXCEEDING $50-BILLION A YEAR TO 1980 HAS BEEN PREDICTED.
MGMT: BWE75I2250-1

340 BIG TREES, BIG TROUBLE IN REDWOOD COUNTRY 1975
WILSON, J.W.
BUSINESS WEEK, NO.2410, DEC 8, 1975, P. 188-F.
CONSERVATION, CONSTRUCTION INDUSTRY, ECONOMICS, EXTERNAL ENVIRONMENT, FOREST INDUSTRY, LABOR FORCE, LOBBYING, MARKETING, MARKETING RESEARCH, PUBLIC RELATIONS, TRANSPORTATION, UNEMPLOYMENT
TOURISTS COME TO SEE THE REDWOOD TREES IN EUREKA, CALIFORNIA AND THE REDWOOD LOGGERS WANT TO SUSTAIN THEIR INDUSTRYS VIABILITY. THE SIERRA CLUB IS PRESSING FOR EXPANSION OF REDWOOD NATIONAL PARK WHICH COULD REMOVE 1,500 JOBS AND TAKE 5% FROM THE REGIONS ECONOMY. THE RESULT IS FRENZIED UNION POLITICAL ACTION.
MGMT: BWE75L0818

341 BIG-TIME CAREERS FOR THE LITTLE WOMAN: A DUAL-ROLE DILEMMA 1976
DARLEY, S.A.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 85-98. BIBLIOG. 23
BEHAVIORAL SCIENCE, CAREER DEVELOPMENT, CAREER PATH, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, LEADERSHIP, PERSONALITY, PSYCHOLOGY, SOCIAL ISSUES, WOMEN, WOMEN IN BUSINESS
SOCIAL VARIABLES, RATHER THAN GENETIC OR PERSONALITY VARIABLES, ARE ANALYZED TO UNDERSTAND WOMENS APPARENT LACK OF ACHIEVEMENT. QUALITIES LIKE COMPETITIVENESS, ASSERTIVENESS, AND COMPETENCE ARE NOT UNIQUELY POSSESSED BY MEN BUT THE TWO SEXES DISPLAY THEM DIFFERENTLY IN DIFFERENT SITUATIONS. THE HOMEMAKER AND CAREER ROLES OF WOMEN ARE ANALYZED.
MGMT: JSI76P0085

342 A BILL S. 3179, FULL EMPLOYMENT ACT OF 1972. 16 FEB 72
HARTKE, VANCE
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE.
NOTES: 23P.; INTRODUCED IN THE SENATE OF THE U. S. FEBRUARY 16, 1972
ADULT VOCATIONAL EDUCATION, CAREERS, COMMUNITY AGENCIES (PUBLIC), COMMUNITY INVOLVEMENT, EDUCATIONAL LEGISLATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FINANCIAL SUPPORT, GOVERNMENT ROLE, JOB DEVELOPMENT, LABOR MARKET, MANPOWER UTILIZATION, UNEMPLOYED, FULL EMPLOYMENT ACT OF 1972
A BILL TO PROVIDE OPPORTUNITIES FOR EMPLOYMENT TO UNEMPLOYED AND UNDEREMPLOYED PERSONS, TO ASSIST STATES AND LOCAL COMMUNITIES IN PROVIDING NEEDED PUBLIC SERVICES, AND FOR OTHER PURPOSES IS PRESENTED. THE ACT IS CITED AS THE FULL EMPLOYMENT ACT OF 1972, UNDER THE AUTHORITY OF THE SECRETARY OF LABOR, AND INCLUDES SUCH STATES AS THE DISTRICT OF COLUMBIA, THE VIRGIN ISLANDS, THE COMMONWEALTH OF PUERTO RICO, GUAM, AMERICAN SAMOA, AND THE TRUST TERRITORY OF THE PACIFIC ISLANDS. A MAJOR PORTION OF THE BILL DEALS WITH THE FINANCIAL ASSISTANCE TO PROVIDE FOR A PUBLIC SERVICE EMPLOYMENT PROGRAM DESIGNED TO PROVIDE EMPLOYMENT, TRAINING AND MANPOWER SERVICES WHICH ARE OTHERWISE UNAVAILABLE. APPLICANTS FOR FINANCIAL ASSISTANCE FOR THIS PROGRAM ARE REQUIRED TO SUPPLY DESCRIPTIONS OF THE FOLLOWING AREAS DESIGNATED TO CARRY OUT SUCH ACTIVITIES OR SERVICES: AREAS TO BE SERVED: METHODS TO BE USED: UNMET PUBLIC SERVICE NEEDS: JOBS TO BE FILLED: WAGES TO BE PAID: EDUCATION, TRAINING AND SUPPORTIVE SERVICES NEEDED: PLANNING FOR AND TRAINING OF SUPERVISORY PERSONNEL: CAREER OPPORTUNITIES AND JOB ADVANCEMENT POTENTIALS: ARRANGEMENTS FOR COMMUNITY ACTION AGENCIES: PARTICIPATION OF THE COMMUNITY: AND OTHER ASSURANCES, ARRANGEMENTS, AND CONDITIONS NECESSARY TO COMPLY WITH THE REGULATION PRESCRIBED. OTHER AREAS COVERED ARE AUTHORIZATION, ALLOCATION OF FUNDS, ELIGIBLE APPLICANTS AND

(CONT.)
340 PARTICIPANTS, LIMITATIONS AND CONDITIONS; COOPERATION OF OTHER AGENCIES, AND INTERSTATE AGREEMENTS. (LS)
ERIC: ED065754

343 A BILL TO AMEND TITLE 38, UNITED STATES CODE, TO PROVIDE COUNSELING FOR CERTAIN VETERANS; . . . AND UTILIZATION OF VETERANS READJUSTMENT ASSISTANCE PROGRAMS. H.R. 2231. 95TH CONGRESS, 1ST SESSION. 77
CONGRESS OF THE U.S., WASHINGTON, D.C.
NOTES: 68P.
EDUCATIONAL LEGISLATION, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, PHYSICALLY HANDICAPPED, PROGRAM ADMINISTRATION, STUDENT FINANCIAL AID, VETERANS, VETERANS EDUCATION, VOCATIONAL COUNSELING, UNITED STATES
THIS U.S. HOUSE OF REPRESENTATIVES BILL (H.R. 2231), TO BE CITED, IF ENACTED, AS THE COMPREHENSIVE VETERANS READJUSTMENT ASSISTANCE ACT OF 1977, WOULD AMEND TITLE 38, UNITED STATES CODE, TO PROVIDE COUNSELING FOR CERTAIN VETERANS; TO PERMIT ACCELERATION OF MONTHLY EDUCATIONAL ASSISTANCE PAYMENTS TO ELIGIBLE VETERANS AND DEPENDENTS; TO REVISE THE CRITERIA FOR NONACCREDITED COURSES; TO PROVIDE ALTERNATIVE FINANCIAL AND EDUCATIONAL ASSISTANCE TO PEACETIME POST-KOREAN VETERANS AFFECTED BY THE EXPIRATION OF THEIR DELIMITING PERIOD; TO PROVIDE FOR CONDITIONAL EXTENSION OF THE DELIMITING PERIOD FOR CERTAIN VIETNAM ERA VETERANS; TO PROVIDE FOR THE DEVELOPMENT OF ADDITIONAL EDUCATIONAL, EMPLOYMENT, AND READJUSTMENT ASSISTANCE PROGRAMS FOR VETERANS; TO PROVIDE FOR THE CORRECTION AND PRECLUSION OF, AND PROTECTION AGAINST, ABUSES AND MISUSE OF VETERANS BENEFITS; AND TO OTHERWISE ENHANCE AND IMPROVE THE EFFECTIVENESS, INTEGRITY, AND UTILIZATION OF VETERANS READJUSTMENT ASSISTANCE PROGRAMS. THERE ARE SIX TITLES INCLUDED TITLE I, EDUCATIONAL ASSISTANCE PROGRAM AMENDMENTS; TITLE II, WAR ORPHANS AND WIDOWS EDUCATIONAL ASSISTANCE PROGRAM AMENDMENTS; TITLE III, ADMINISTRATION OF EDUCATIONAL BENEFITS; TITLE IV, MISCELLANEOUS VETERANS PROGRAM AMENDMENTS; TITLE V, EMPLOYMENT AND TRAINING OF DISABLED AND VIETNAM-ERA VETERANS; AND TITLE VI, VETERANS ADMINISTRATION MISCELLANEOUS AMENDMENTS. (WL)
ERIC: ED138711

344 BILLS TO INCREASE EMPLOYMENT OPPORTUNITIES THROUGH THE YOUTH CONSERVATION CORPS AND OTHER MEANS, 95TH CONGRESS, 1ST SESSION. 77
CONGRESS OF THE U.S., WASHINGTON, D.C.
NOTES: 349P.
BUSINESS, COMMUNITY SERVICE PROGRAMS, CONSERVATION (ENVIRONMENT), EDUCATIONAL LEGISLATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL GOVERNMENT, FEDERAL LEGISLATION, FINANCIAL POLICY, HUMAN RESOURCES, JOB DEVELOPMENT, JOB TRAINING, LABOR LEGISLATION, MANPOWER DEVELOPMENT, PUBLIC POLICY, PUBLIC SERVICE OCCUPATIONS, UNEMPLOYED, WORK EXPERIENCE PROGRAMS, YOUNG ADULTS, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES
THIS PACKET CONTAINS NINE SENATE BILLS AND EIGHT HOUSE BILLS FROM THE 95TH CONGRESS, 1ST SESSION, ALL DEALING WITH VARIOUS MEANS OF INCREASING EMPLOYMENT OPPORTUNITIES. MOST OF THE BILLS DEAL WITH THE CREATION OF NEW JOBS OR WITH PROGRAMS FOR JOB TRAINING, COUNSELING, OR PLACEMENT. SEVEN OF THE BILLS CONSTITUTE AMENDMENTS TO THE YOUTH CONSERVATION CORPS ACT OF 1970 TO EXPAND THE CORPS OR TO ADD A YOUNG ADULT CONSERVATION CORPS. SOME BILLS DEAL WITH BROADER ECONOMIC POLICY ISSUES THROUGH AMENDMENTS TO THE EMPLOYMENT ACT OF 1946. THOSE INCLUDED ARE H.R. 20, H.R. 30, H.R. 209, H.R. 260, H.R. 2595, H.R. 2596, H.R. 2606, H.R. 2726, S. 1, S. 40, S. 50, S. 170, S. 249, S. 306, S. 378, S. 494, S. 503. (JT)
ERIC: ED138710

345 BINDERY WORKER (PRINT. AND PUB.) 643.885 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 25P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, BINDERY WORKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED060074

346 BINDING ARBITRATION IN THE PUBLIC SECTOR 1975
FEHMUS, C.M.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 53-56.

(CONT.)

346 ARBITRATION, COLLECTIVE BARGAINING, ECONOMICS, INDUSTRIAL RELATIONS, LABOR LAW, LABOR MARKET, PUBLIC SECTOR, STRIKE, WAGES
EXAMINATION OF THE OBJECTIONS TO COMPULSORY ARBITRATION IN THE PUBLIC SECTOR REVEALS LITTLE SUPPORT IN THE DATA IN TERMS OF DISTORTION OF WAGE LEVELS, INCIDENCE OF STRIKES, OR OVERUSE OF THE ARBITRATION PROCESS.
MGMT: UML7500053

347 BIOLOGIST (PROFESS. & KIN.) 041.081--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, BIOLOGY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BIOLOGIST, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065629

348 BIRTH EXPECTATIONS AND WORKING PLANS OF YOUNG WOMEN CHANGES IN ROLE CHOICES.
SUTER, LARRY E.;AND OTHERS
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 105P.
BIRTH RATE, FAMILY PLANNING, FEMALES, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, LONGITUDINAL STUDIES, MATHEMATICAL MODELS, NATIONAL SURVEYS, PARENT ROLE, POPULATION TRENDS, ROLE PERCEPTION, STATISTICAL ANALYSIS, STATISTICAL DATA, WORK ATTITUDES, WORKING WOMEN, WORK LIFE EXPECTANCY, YOUNG ADULTS
THE REPORT PRESENTS AN ANALYSIS OF CHANGES IN CHILDBEARING PLANS OF YOUNG WOMEN AND THE IMPLICATIONS OF THESE PLANS FOR UNDERSTANDING LABOR FORCE BEHAVIOR AS WELL AS PREDICTING FERTILITY LEVELS OF THE POPULATION. DATA USED WERE DERIVED FROM THE NATIONAL LONGITUDINAL STUDY, A NATIONALLY REPRESENTATIVE SURVEY OF 5,000 YOUNG WOMEN BORN BETWEEN 1944-54. THE FIRST CHAPTER CONTAINS INTRODUCTORY INFORMATION AND SUMMARIES OF THE OTHER THREE CHAPTERS. CHAPTER TWO PRESENTS A DESCRIPTION OF AND STATISTICS ON THE AMOUNT OF CHANGE IN LEVEL OF BIRTH EXPECTATIONS BETWEEN 1971-73 FOR 17 TO 27 YEAR OLD WOMEN, WHICH AMOUNTED TO A DECREASE OF ABOUT 300 CHILDREN PER 1,000 WOMEN. ANALYSIS OF BEHAVIOR AND ATTITUDINAL CHANGES IS PRESENTED WITH AN ATTEMPT TO RELATE THE DECLINE TO BOTH STABLE AND CHANGING CHARACTERISTICS OF WOMEN. CHAPTER THREE DEVELOPS NONRECURSIVE STATISTICAL MODELS TO INVESTIGATE THE EFFECTS OF WOMENS LABOR FORCE PARTICIPATION PLANS AND FERTILITY EXPECTATIONS ON EACH OTHER. CHAPTER FOUR SHOWS THAT THERE IS A LARGE, STATISTICALLY SIGNIFICANT, INVERSE RELATIONSHIP BETWEEN WOMENS AGE AND THE EFFECT OF THEIR LABOR FORCE PARTICIPATION PLANS ON THEIR FERTILITY EXPECTATIONS. APPENDED MATERIAL INCLUDES EQUATIONS USED IN THE STATISTICAL MODEL, REFERENCES, AND 15 TABLES OF STATISTICAL DATA. (AUTHOR/HS)
ERIC: ED123338

349 BLACK ALICE IN GARDNER - DENVERLAND 1974
COULSON, R.
NATIONAL ACADEMY OF ARBITRATORS PROCEEDINGS, 1974, P. 236-240.
ARBITRATION, DISCRIMINATION, EEO, EMPLOYMENT, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, LABOR LAW, LABOR RELATIONS, MANAGEMENT, MINORITIES, MINORITIES IN BUSINESS, UNITED STATES
IT SEEMS THAT ARBITRATION MUST NOW SATISFY A NEW CLIENT IN DEALING WITH JOB DISCRIMINATION CASES INVOLVING MINORITY EMPLOYMENT. WHEN DISCRIMINATION ISSUES ARE INVOLVED LABOR ARBITRATION ACTS AS A CONSUMER TRIBUNAL AS WELL.
MGMT: NAA74M0236

350 BLACK AMERICANS A DECADE OF OCCUPATIONAL CHANGE. 72
SMALL, SYLVIA S.;AND OTHERS
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 29P.; REVISED
AGE DIFFERENCES, EDUCATIONAL BACKGROUND, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT TRENDS, GEOGRAPHIC DISTRIBUTION, INCOME, JOB MARKET, JOB TENURE, NEGROES, OCCUPATIONAL MOBILITY, OCCUPATIONAL SURVEYS, SECURITY, SOCIAL CHANGE
BLACK WORKERS HAVE BEEN MOVING UP THE OCCUPATIONAL SCALE IN RECENT YEARS, AWAY FROM THE LABOR AND SERVICE OCCUPATIONS AND TOWARD WHITE-COLLAR, CRAFTSMEN, AND OPERATIVE JOBS. IN 1960, TWO IN EVERY FIVE BLACK WORKERS WERE IN WHITE-COLLAR, CRAFTSMEN, OR OPERATIVE

(CONT.)

350 OCCUPATIONS. BY 1970, MORE THAN HALF WERE IN SUCH JOBS. THESE OCCUPATIONS ARE LESS SUBJECT TO UNEMPLOYMENT AND THEY ARE BETTER PAID. THE CHANGE IN THE OCCUPATIONAL DISTRIBUTION OF BLACK WORKERS HAS HAD THE EFFECT OF REDUCING THEIR UNEMPLOYMENT RATE BY THREE TENTHS OF A PERCENTAGE POINT AND INCREASING EARNINGS MORE THAN TEN DOLLARS A WEEK. THE CHARTS PRESENTED IN THIS DOCUMENT SEPARATE THE BLACK LABOR FORCE INTO THREE OCCUPATIONAL GROUPS FOR ANALYSIS THE HIGHEST PAID OCCUPATIONS, WHICH INCLUDE PROFESSIONAL, TECHNICAL, AND MANAGERIAL WORKERS, WHOSE USUAL EARNINGS (MEDIAN) FOR BLACK MEN WORKING FULL TIME WERE OVER 150 DOLLARS A WEEK IN 1970: THE MIDDLE PAY LEVELS, INCLUDING CLERICAL AND SALES WORKERS, CRAFTSMEN AND FOREMEN WHOSE USUAL EARNINGS (MEDIAN OF BLACK MEN WORKING FULL TIME) WERE 100 TO 150 DOLLARS A WEEK: AND THE LOWER PAID OCCUPATIONS WHOSE USUAL EARNINGS (MEDIAN OF BLACK MEN WORKING FULL TIME) WERE 100 DOLLARS A WEEK OR LESS. THE CHARTS SUGGEST THAT LACK OF EDUCATION HAS OFTEN BEEN A BARRIER TO EMPLOYMENT IN THE HIGHER PAID OCCUPATIONS, WHETHER REQUIRED FOR PERFORMANCE OF A JOB OR NOT. (AUTHOR/JM)
ERIC: ED072167 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (S/N2901-00967, $0.40)

351 BLACK AMERICA: STILL WAITING FOR FULL MEMBERSHIP 1975
CAMERON, J.
FORTUNE, APRIL 1975, P. 162-172.
BLACKS, DISCRIMINATION, EARNING POWER, EDUCATION, EEO, HUMAN RESOURCE DEVELOPMENT, MINORITIES, PUBLIC WELFARE, QUALITY OF LIFE, UNEMPLOYMENT, UNIONS
DISCRIMINATION IN INDUSTRY PLAGUES BLACKS. INCOMES PEAKED IN 1969 BUT GAP WIDENED WITHIN THE BLACK COMMUNITY. TODAY UNEMPLOYMENT, ECONOMIC SETBACKS, AND POLARIZATION AFFECTS PROGRESS.
MGMT: FOR7500162

352 BLACK BUILDERS: A JOB PROGRAM THAT WORKS.
MYERS, ROBIN, AND OTHERS
LEAGUE FOR INDUSTRIAL DEMOCRACY, NEW YORK, N.Y. TACONIC FOUNDATION
NOTES: 141P.
APPRENTICESHIPS, NEGROES, EQUAL OPPORTUNITIES (JOBS), BUILDING TRADES, LABOR UNIONS, NEGRO EMPLOYMENT, FOUNDATION PROGRAMS, DISADVANTAGED YOUTH, RACIAL DISCRIMINATION
ECONOMIC INEQUALITY HAS PROVED TO BE MORE STUBBORN THAN LEGAL BARRIERS IN PREVENTING EQUAL RIGHTS FOR BLACKS. DESPITE THE OPENING OF APPRENTICESHIPS IN THE BUILDING TRADES TO BLACKS, THERE HAS BEEN LITTLE CHANGE IN THE RACIAL COMPOSITION OF APPRENTICES. NOT ONLY ARE MANY INNER CITY BLACKS UNABLE TO MEET MINIMUM EDUCATIONAL REQUIREMENTS, BUT OFTEN THEY DO NOT EVEN KNOW THAT THE OPPORTUNITY EXISTS TO APPLY FOR APPRENTICESHIP. THE JOINT APPRENTICESHIP PROGRAM OF THE WORKERS DEFENSE LEAGUE AND THE A. PHILIP RANDOLPH EDUCATIONAL FUND WAS ESTABLISHED TO HELP SOLVE THESE PROBLEMS THROUGH ITS FIVE OBJECTIVES (1) TO INSURE THAT BLACKS AND PUERTO RICANS ARE AWARE OF TRAINING OPPORTUNITIES, (2) TO SERVE AS A PUBLIC WATCHDOG ON GOVERNMENT AGENCIES CONCERNED WITH THESE OBJECTIVES, (3) TO COORDINATE WITH OTHER AGENCIES CONCERNED WITH YOUTH EMPLOYMENT, (4) TO SERVE AS A GENERAL CLEARINGHOUSE AND INFORMATION CENTER ON APPRENTICESHIP TRAINING, AND (5) TO COORDINATE WITH OTHER PROGRAMS DIRECTED AT THE TOTAL ENVIRONMENT OF DISADVANTAGED YOUTH. THIS ACCOUNT TRACES THE PROGRAMS HISTORY FROM ITS INCEPTION AND OUTLINES THE TECHNIQUES AND STRATEGIES WHICH HAVE MADE IT SO SUCCESSFUL THAT IT HAS SERVED AS THE MODEL FOR SIMILAR OPERATIONS IN AT LEAST 40 OTHER CITIES. (BH)
AIM/ARM: VT011751 LEAGUE FOR INDUSTRIAL DEMOCRACY, 112 EAST 19TH STREET, ROOM 1104, NEW YORK, NEW YORK 10003.

353 BLACK CRAFTSMEN THROUGH HISTORY.
MYERS, ROBIN
INSTITUTE OF THE JOINT APPRENTICESHIP PROGRAM, BROOKLYN, N.Y. FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 51P.
AFRICAN HISTORY, APPRENTICESHIPS, CRAFTSMEN, LABOR UNIONS, MANPOWER UTILIZATION, NEGRO EMPLOYMENT, NEGROES, NEGRO HISTORY, RACIAL DISCRIMINATION, SKILLED WORKERS
THIS REPORT TRACES THE EVOLUTION OF THE BLACK CRAFTSMEN FROM ANCIENT EGYPT TO THE PRESENT. SPECIAL ATTENTION IS GIVEN TO THE RESTRICTED USE OF BLACK CRAFTSMEN UNDER SLAVERY, AND THE ADDED PROBLEMS THEY FACED AFTER BEING FREED. BUSINESS AND UNION DISCRIMINATION IS DESCRIBED, ALONG WITH RECENT GOVERNMENT AND PRIVATE EFFORTS TO ACHIEVE EQUAL OPPORTUNITIES FOR BLACKS. (BH)
ERIC: ED048471 THE INSTITUTE OF THE JOINT APPRENTICESHIP PROGRAM, WORKERS DEFENSE LEAGUE, A. PHILIP RANDOLPH EDUCATIONAL FUND, 1520 BUSHWICK AVENUE, BROOKLYN, N.Y. 11207

354 BLACK ECONOMIC PROGRESS IN THE SOUTH: THE ROLE OF EDUCATION 1974
CHRISTIAN, V. JR.: MARSHALL, F.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 287-293.
AFFIRMATIVE ACTION, BLACKS, COMPENSATION, DISCRIMINATION, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MINORITIES, WAGES, WHITE COLLAR WORKER
STUDY INDICATES THAT EARNINGS OF BLACKS IN THE SOUTH HAVE IMPROVED RECENTLY, MOST NOTABLY AMONG YOUNG BLACKS, BUT PROGRESS TOWARD PARITY WITH WHITES HAS BEEN SLOW, IF IMPROVED BY MORE EDUCATION.
MGMT: IRR7470297

355 THE BLACK MIGRANT CHANGING ORIGINS, CHANGING CHARACTERISTICS. OCT 74
MILLER, A. R.
ATLANTA UNIV., GA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DLMA-21-42-73-41
NOTES: 39P.; PAPER PRESENTED AT THE W.E.B. DUBOIS INSTITUTE FOR THE STUDY OF THE AMERICAN BLACK (ATLANTA, GEORGIA, OCTOBER 1974); SOME OF THE TABULAR MATERIAL WILL NOT REPRODUCE LEGIBLY
AGE, BLACK COMMUNITY, CHANGE AGENTS, CHANGE STRATEGIES, EDUCATIONAL BACKGROUND, INDIVIDUAL CHARACTERISTICS, METROPOLITAN AREAS, MIGRANTS, MIGRATION, MIGRATION PATTERNS, NEGRO CULTURE, NEGROES, NEGRO POPULATION TRENDS, OCCUPATIONAL INFORMATION, SOCIAL STATUS, URBAN IMMIGRATION
THE CHARACTER OF BLACK MIGRATION, AS WELL AS THE SIGNIFICANCE THAT MIGRATION WILL PLAY IN THE FUTURE OF THE BLACK POPULATION IS EXAMINED IN THIS PAPER. SECTION I OF THE PAPER PRESENTS AN INTRODUCTION. SECTION II ADDRESSES RECENT MIGRATION TO METROPOLITAN AREAS, FOCUSING ON THE ORIGINS OF RECENT MIGRANTS, CHARACTERISTICS OF RECENT MIGRANTS (AGE, EDUCATION, ACTIVITY, STATUS, AND OCCUPATION), AND A SUMMARY. THIS SECTION OF THE PAPER NOTES THAT BLACK MIGRANTS TO METROPOLITAN AREAS NOW COME PREDOMINANTLY FROM OTHER METROPOLITAN AREAS AND THAT THE MAJOR STREAM OF BLACK MIGRATION IS NOW FROM ONE METROPOLITAN AREA TO ANOTHER. IT IS ALSO NOTED THAT THE DESCRIPTION OF THE AVERAGE BLACK MIGRANT TO THE CITY AS AN ILL-TRAINED PERSON OF RURAL BACKGROUND AND LOW SOCIOECONOMIC STATUS TO WHOM THE SOCIAL PROBLEMS OF THE LARGE METROPOLITAN AREAS CAN BE LARGELY ATTRIBUTED WILL NOT HOLD. HE OR SHE IS IN FACT WELL EDUCATED BY CURRENT STANDARDS AND, JUDGING FROM THE OCCUPATIONAL POSITION OF THOSE EMPLOYED, RELATIVELY SUCCESSFUL AT UTILIZING THIS EDUCATION. SECTION III DISCUSSES INTERSTATE MIGRATION AND MULTIPLE MOVERS. IT SEEMS CLEAR FROM THE EVIDENCE OF THE 1970 CENSUS, THAT THE BLACK POPULATION OF THE UNITED STATES IS NOW IN A THIRD STAGE--WHEN THE RURAL TO URBAN SHIFT HAS PROCEEDED TO THE POINT WHERE IN FACT IT IS A RELATIVELY SMALL PART OF TOTAL MIGRATION AND WHEN PERHAPS THE DIFFERENCES IN EDUCATIONAL OPPORTUNITIES BETWEEN CITY AND COUNTRY HAVE DIMINISHED. (AUTHOR/AM)
ERIC: ED126226 ATLANTA UNIVERSITY, 223 CHESTNUT STREET, ATLANTA, GEORGIA 30313 ($1.50)

356 BLACK STUDIES IN THE DEPARTMENT OF LABOR JUN 74
GROSSMAN, JONATHAN
MONTHLY LABOR REVIEW;97:7:17-27
AFRICAN AMERICAN STUDIES, SOCIOLOGY, FIELD STUDIES, NEGROES, OCCUPATIONAL SURVEYS, LABOR ECONOMICS, ECONOMIC RESEARCH, GOVERNMENT ROLE, DU BOIS (W E B), DEPARTMENT OF LABOR
ERIC: EJ100651

357 BLACK UNION LEADERS AT THE LOWER LEVEL 1975
LAMM, R.
INDUSTRIAL RELATIONS, VOL.14, NO.2, MAY 1975, P. 220-232.
AUTOMOBILE INDUSTRY, BLACKS, CASE STUDIES, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LEADERSHIP, MINORITIES, STEEL INDUSTRY, UNIONS
DISCUSSES THE ROLE AND DIFFICULTIES OF BLACK UNION LEADERS USING CASE STUDY AND PERSONAL SURVEYS AS DATA.
MGMT: IDR7540220

358 BLACK VOCATIONAL TECHNICAL AND INDUSTRIAL ARTS EDUCATION DEVELOPMENT AND HISTORY. 73
HALL, CLYDE W.
NOTES: 247P.
EDUCATIONAL DEVELOPMENT, EDUCATIONAL TRENDS, FEDERAL LEGISLATION, HIGHER EDUCATION, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, NEGRO COLLEGES, NEGRO EDUCATION, NEGRO EMPLOYMENT, NEGROES, NEGRO HISTORY, NEGRO INSTITUTIONS, PRIVATE COLLEGES, PRIVATE SCHOOLS, PUBLIC EDUCATION, SECONDARY SCHOOLS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION
SINCE COVERAGE OF THE HISTORY OF INDUSTRIAL TRAINING OF BLACKS IN THE UNITED STATES IS LACKING, THE AUTHOR HAS COMPILED A SINGLE VOLUME TRACING THIS HISTORY FROM THE PLANTATION ERA. ALL PHASES ARE DESCRIBED--EARLY SCHOOLS PRIOR TO 1865, PRIVATE AND PUBLIC INDUSTRIAL INSTITUTIONS OF HIGHER EDUCATION, PRIVATE INSTITUTIONS OF HIGHER EDUCATION OFFERING INDUSTRIAL COURSES, PRIVATE INDUSTRIAL SECONDARY SCHOOLS, AND PUBLIC SECONDARY SCHOOLS WITH INDUSTRIAL PROGRAMS. BETWEEN 1830-60, MANUAL LABOR SCHOOLS WERE ESTABLISHED IN THE NORTH, SCHOOLS ISOLATED WITHOUT A MARKET FOR PRODUCTS. AFTER THE CIVIL WAR, THE NORTH FAVORED CLASSICAL EDUCATION FOR BLACKS VERSUS INDUSTRIAL TRAINING BY THE SOUTH. BETWEEN 1880 AND 1890, BOOKER T. WASHINGTON ADVOCATED MOSTLY VOCATIONAL INDUSTRIAL EDUCATION IN TRADES. THE SECOND MORRILL ACT OF 1890 GAVE NEW LIFE TO LAND-GRANT COLLEGE EDUCATION FOR BLACKS. ABOUT 1900 SECONDARY INDUSTRIAL SCHOOLS WERE FOUNDED SIMILAR TO THE HAMPTON AND TUSKEGEE INSTITUTES. PASSAGE OF THE SMITH-HUGHES ACT OF 1917 BEGAN A NEW ERA OF INDUSTRIAL TRAINING FOR PUBLIC SECONDARY SCHOOLS. HOWEVER, PRIOR TO 1954 NUMEROUS INEQUITIES EXISTED: COURSES FOR BLACKS OFTEN WERE LIMITED TO JANITORIAL SERVICES, TAILORING/UPHOLSTERING, AND WOODWORKING. DURING THE 1930S, INSTITUTIONS OF HIGHER LEARNING BEGAN EVALATING THEIR INDUSTRIAL PROGRAMS AND CREATING INDUSTRIAL TEACHER PROGRAMS. (EA)
ERIC: ED099611 AMERICAN TECHNICAL SOCIETY, 848 EAST 58TH STREET, CHICAGO, ILLINOIS 60637 ($6.00)

359 BLACK WORKERS IN LABOR UNIONS--A LITTLE LESS SEPARATE, A LITTLE MORE EQUAL JUN 76
SMALL, SYLVIA
ETHNICITY;3;2;174-196
NEGROES, LABOR UNIONS, NEGRO ROLE, COMPARATIVE ANALYSIS, CAUCASIAN RACE, NEGRO EMPLOYMENT, LABORERS, LABOR PROBLEMS, LOW INCOME GROUPS
REVIEWS THE DATA OBTAINED BY THE BUREAU OF LABOR STATISTICS IN REPLY TO A SPECIAL QUESTION ASKED IN THE MARCH 1971 MONTHLY POPULATION SURVEY ABOUT UNION MEMBERSHIP TO DESCRIBE THE EXTENT OF UNIONISM AMONG BLACK WORKERS AND TO FIND INTERRELATIONSHIPS BETWEEN UNION MEMBERSHIP, UNEMPLOYMENT AND EARNINGS. (AUTHOR/AM)
ERIC: EJ142192

360 BLACK YOUTH A LOCKED-OUT GENERATION SUM 75
LUCY, WILLIAM
FREEDOMWAYS;15;3;161-164
NEGRO EMPLOYMENT, NEGRO YOUTH, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), JOB MARKET, EMPLOYMENT PROBLEMS, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, POLITICAL INFLUENCES, RACIAL DISCRIMINATION
THE WORKINGS OF THE FEDERAL GOVERNMENT, THE EDUCATIONAL SYSTEM AND PRIVATE INDUSTRY ARE SEEN AS CONSPIRING AGAINST BLACK YOUTHS EMPLOYMENT OPPORTUNITIES. THIS TRAGEDY IS FORECAST TO CONTINUE UNTIL THE GOVERNMENT SHIFTS FROM BEING A PARTNER IN EXCLUSION TO BEING AN AGENT OF SOCIAL INCLUSION. (AUTHOR/AM)
ERIC: EJ127013

361 BLACK YOUTH CHARACTERISTICS RELATED TO GEOGRAPHICAL LOCATION. FEB 72
PANOS, ROBERT J.;EDGERT, PENNY L.
NATIONAL SCHOLARSHIP SERVICE AND FUND FOR NEGRO STUDENTS, NEW YORK, N.Y.
NOTES: 54P.; NSSFNS RESEARCH REPORTS, VOL. 1, NO. 2
CAREER CHOICE, COLLEGE CHOICE, HIGHER EDUCATION, HIGH SCHOOL STUDENTS, NEGRO STUDENTS, STUDENT CHARACTERISTICS
THIS DOCUMENT PRESENTS A REPORT DESIGNED TO CAST LIGHT ON THE RELATIONSHIP BETWEEN THE STRUCTURAL CHARACTERISTIC OF GEOGRAPHY AND STUDENT BACKGROUND CHARACTERISTICS, HIGH SCHOOL EXPERIENCES AND ACHIEVEMENTS, FUTURE ASPIRATIONS AND EXPECTATIONS, INTERESTS, AND ATTITUDES OF BLACK HIGH SCHOOL STUDENTS. THE DATA ARE PRESENTED PRIMARILY IN TABULAR FORM WITH BRIEF DISCUSSIONS ACCOMPANYING THE TABLES. INCLUDED IN THE TABLES ARE BACKGROUND CHARACTERISTICS SUCH AS SEX OF THE STUDENTS, REGION OF ORIGIN, SOCIO-ECONOMIC MEASURES, AND FAMILY CONFIGURATION. TABLES ARE ALSO PRESENTED REGARDING HIGH SCHOOL EXPERIENCE, EDUCATIONAL AND OCCUPATIONAL PLANS, AND ATTITUDES ABOUT SELF, OTHERS, LIFE GOALS, AND THE FEDERAL GOVERNMENT. (HS)
ERIC: ED066119 PUBLICATIONS DIVISION, SURVEY RESEARCH SERVICES, NATIONAL COMPUTER SYSTEMS, 4401 W. 76TH STREET, MINNEAPOLIS, MINNESOTA 55435 ($5.00)

362 BLACK-WHITE DIFFERENCES IN WORK ENVIRONMENT PERCEPTIONS AND JOB SATISFACTION AND ITS CORRELATES 1977
JONES, A.P.; JAMES, L.R.
PERSONNEL PSYCHOLOGY, VOL.30, NO.1, SPRING 1977, P. 5-16. BIBLIOG. 18
BLACKS, JOB SATISFACTION, MINORITIES, WORKING CONDITIONS
A STUDY OF BLACK AND WHITE SAILORS WORKING IN THE SAME SUBSYSTEM REVEALS THAT EXPECTED DIFFERENCES DID NOT MATERIALIZE, ALTHOUGH BLACKS WERE FOUND TO HAVE SLIGHTLY HIGHER JOB SATISFACTION THAN WHITES. JOB SATISFACTIONS FOR BLACKS MAY BE RELATED TO LOWER NEEDS AND PERCEIVED ATTRACTIVENESS OF THE MILITARY AS A CAREER AS OPPOSED TO NONMILITARY CAREERS.
MGMT: PPS77NC005

363 BLACK-WHITE ECONOMIC CONVERGENCE AND THE CIVIL RIGHTS ACT OF 1964 1974
KING, A.G.; MARSHALL, R.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SPRING 1974, P. 462-471.
CIVIL RIGHTS, DISCRIMINATION, ECONOMICS, EMPLOYMENT, INCOME, INDUSTRIAL RELATIONS
THE AUTHOR ATTEMPTS TO DISCERN WHETHER THERE IS A CONVERGENCE OF ECONOMIC DIFFERENCES BETWEEN BLACKS AND WHITES AND WHETHER DISCRIMINATION IN THE AREA OF EMPLOYMENT IS DISAPPEARING.
MGMT: IRR74P0462

364 THE BLACK-WHITE INCOME GAP: NEW TREND FOR THE WORSE 1975
SWINTON, D.H.
BUSINESS AND SOCIETY REVIEW, NO.13, SPRING 1975, P. 72-75.
ECONOMICS, EQUAL EMPLOYMENT OPPORTUNITY, INCOME, LAW, MINORITIES, RECESSION, TECHNOLOGICAL CHANGE
ANALYZES THE CAUSES FOR THE RISE OF INCOME AMONG BLACKS RELATIVE TO WHITES IN THE LATE 1960S AND THE DECLINE SINCE 1970, CONCLUDING THAT PROSPECTS LOOK DIM FOR GENUINE INCOME PARITY BETWEEN BLACKS AND WHITES.
MGMT: BUS75NC072

365 BLACK-WHITE OCCUPATIONAL DIFFERENTIALS IN SOUTHERN METROPOLITAN EMPLOYMENT NOV 72
ADAMS, ARVIL V.
JOURNAL OF HUMAN RESOURCES;7;4;500-17
EMPLOYMENT PATTERNS, LABOR FORCE, LABOR MARKET, METROPOLITAN AREAS, NEGRO EMPLOYMENT, OCCUPATIONAL SURVEYS, RACIAL DISCRIMINATION, SALARY DIFFERENTIALS, SEX DISCRIMINATION, SOUTHERN STATES
STUDIES THE EXTENT TO WHICH MARKET AND LABOR FORCE CHARACTERISTICS, IN ADDITION TO OVERT DISCRIMINATION OF EMPLOYERS, CONTRIBUTE TO RELATIVE OCCUPATIONAL POSITION DIFFERENCES

(CONT.)

365 BETWEEN BLACKS AND WHITES IN 25 SOUTHERN METROPOLITAN AREAS. (PF)
ERIC: EJ072957

366 BLACK-WHITE VARIATIONS IN A MODEL OF THE OCCUPATIONAL PLANS PROCESS OF SOUTHERN YOUTH. APR 73
PICOU, J. STEVEN
LOUISIANA STATE UNIV., BATON ROUGE. AGRICULTURAL EXPERIMENT STATION. DEPARTMENT OF AGRICULTURE, WASHINGTON, D.C.
NOTES: 32P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE SOUTHERN SOCIOLOGICAL SOCIETY (ATLANTA, GEORGIA, APRIL, 1973)
ACADEMIC ACHIEVEMENT, CAUCASIANS, FAMILY INCOME, FAMILY STATUS, FATHERS, HIGH SCHOOL STUDENTS, NEGROES, OCCUPATIONAL CHOICE, OCCUPATIONS, PARENT INFLUENCE, PARENT ROLE, PAROCHIAL SCHOOLS, PREDICTOR VARIABLES, PUBLIC SCHOOLS, RURAL URBAN DIFFERENCES, SENIORS, LOUISIANA
THE OCCUPATIONAL PLANS OF A SAMPLE OF WHITE AND BLACK HIGH SCHOOL SENIORS WERE ANALYZED BY A MODEL WHICH INCLUDED THE FOLLOWING VARIABLES FATHERS OCCUPATION, FAMILY INCOME, FATHERS EDUCATION, AND ACADEMIC PERFORMANCE. A PROPORTIONATE, STRATIFIED, RANDOM CLUSTER SAMPLE OF LOUISIANA HIGH SCHOOL SENIORS WAS SELECTED IN NOVEMBER 1970, YIELDING A TOTAL OF 3,245 RESPONDENTS. HIGH SCHOOLS WITHIN THE STATE WERE STRATIFIED ON THE BASIS OF RESIDENCE (RURAL-URBAN), SCHOOL TYPE (PUBLIC-PAROCHIAL), AND SCHOOL SIZE (LARGE-MEDIUM-SMALL). PATH ANALYSES WERE CONDUCTED SEPARATELY BY RESIDENCE AND RACIAL CATEGORIES WITHIN RESIDENCE. WITHIN MODELS BY SPECIFIC CONTROL CATEGORIES THE PATH COEFFICIENTS REVEALED THAT THE 3 SOCIAL STATUS VARIABLES WERE RATHER WEAK PREDICTORS OF ACADEMIC PERFORMANCE, WHILE ACADEMIC PERFORMANCE MANIFESTED THE STRONGEST INDEPENDENT EFFECTS ON OCCUPATIONAL PLANS. A COMPARISON OF MODELS ACROSS CONTROL CATEGORIES WAS MADE UTILIZING PATH REGRESSION COEFFICIENTS. THE FINDINGS OF THIS ANALYSIS INDICATED THAT, COMPARATIVELY, FATHERS EDUCATION HAD THE STRONGEST IMPACT ON OCCUPATIONAL PLANS FOR ALL CONTROL CATEGORIES. THE EFFECT OF THIS VARIABLE WAS SUBSTANTIALLY LESS FOR RURAL BLACK RESPONDENTS. THESE FINDINGS AND OTHERS WERE DISCUSSED ALONG WITH PROPOSALS FOR FUTURE RESEARCH IN THIS GENERAL AREA. (AUTHOR/KM)
ERIC: ED087606

367 BLACKS AND TRADE UNIONISM MAY-JUN 75
ASHENFELTER, ORLEY
INTEGRATED EDUCATION;13:3:53-59
NEGRO EMPLOYMENT, EMPLOYMENT PROBLEMS, LABOR UNIONS, FEDERAL GOVERNMENT, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, LABOR FORCE, INCOME, RACIAL DIFFERENCES
THIS TESTIMONY, BEFORE A PUBLIC HEARING OF THE NEW YORK CITY COMMISSION ON HUMAN RIGHTS IN MAY 1974, FOCUSES ON TWO ISSUES (1) THE EFFECT OF THE PRESENCE OF TRADE UNIONISM ON THE POSITION OF BLACK WORKERS IN THE LABOR MARKET RELATIVE TO WHITE WORKERS; AND (2) THE EFFECT OF FEDERAL GOVERNMENT EFFORTS TO INCREASE THE POSITION OF BLACK WORKERS RELATIVE TO WHITE WORKERS. (AUTHOR/JM)
ERIC: EJ121868

368 BLACKS DURING THE 1960S WITH PROJECTIONS FOR 1980 A COHORT ANALYSIS OF CENSUS DATA DEC 77
PRICE, DANIEL O.
TEXAS UNIV. AT AUSTIN. DEPT. OF SOCIOLOGY.*NATIONAL INST. OF CHILD HEALTH AND HUMAN DEVELOPMENT, BETHESDA, MD. BEHAVIORAL SCIENCES BRANCH.
CONTRACT NO. N01-HD-3-2708
NOTES: FINAL REPT. SEP 72-MAR 75 100P*
POPULATIONS, NEGROES, LABOR FORCE, NTISNIHCPR
THIS COHORT ANALYSIS OF 1940-1970 DATA WITH PROJECTIONS FOR 1990 IS DESIGNED TO HELP THE RESEARCHER AND POLICYMAKER KNOW WHAT CHANGES THERE HAVE BEEN AND ARE ANTICIPATED WITH RESPECT TO EDUCATION, INCOME AND OCCUPATIONAL STRUCTURES FOR NONWHITES AND MORE SPECIFICALLY BLACKS AS COMPARED WITH WHITES, AND FOR FEMALES AS COMPARED WITH MALES. THE 1980 DATA AS PROJECTED WILL PROVIDE A BASIS FOR COMPARISON WITH THE ACTUAL DATA FROM THE 1980 CENSUS (ANTICIPATED ABOUT 1984) AND WILL ALSO PROVIDE A TEST OF THE METHODOLOGY THAT IS DEVELOPED HERE. THE REPORT INCLUDES POPULATION DISTRIBUTION, MIGRATION BY RURAL AND URBAN PORTIONS OF REGIONS, LABOR FORCE PARTICIPATION AND UNEMPLOYMENT BY EDUCATIONAL LEVEL. COHORT ANALYSIS IS USED TO ASSESS OCCUPATIONAL PATTERNS, THE COMBINED EFFECTS OF MIGRATION AND CHANGING LEVELS OF EDUCATIONAL ACHIEVEMENT, AND BLACK-TO-WHITE INCOME RATIOS. THE ANALYSES PROVIDE INSIGHTS INTO THE COURSE OF FERTILITY OF BLACKS AS COMPARED WITH WHITES FOR THE UNITED STATES AND FOR MOST MAJOR REGIONS (SOUTH, NORTHEAST, AND NORTH CENTRAL).
NTIS: PB-274 551/1ST NTIS PRICES PC A05/MF A01

369 BLACKS IN THE CONSTRUCTION TRADES AND EFFECT ON CONNECTICUT ECONOMY. JUN 70
CONNECTICUT UNIV., STORRS. LABOR EDUCATION CENTER. CONNECTICUT RESEARCH COMMISSION, HARTFORD.
NOTES: 100P.
APPRENTICESHIPS, BUILDING TRADES, CULTURALLY DISADVANTAGED, EMPLOYMENT PROBLEMS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), MANPOWER NEEDS, NEGRO EMPLOYMENT, NEGROES, SKILLED WORKERS, STATE SURVEYS
IN THIS STUDY OF BLACK EMPLOYMENT IN THE BUILDING TRADES IN CONNECTICUT, A STATE-WIDE SURVEY WAS MADE OF WORKERS, STUDENTS, APPRENTICES, PROJECT DIRECTORS, PUBLIC OFFICIALS, AND UNION AND TRADE ASSOCIATION OFFICERS. THE SURVEY SHOWED THAT EVEN WITH AN INCREASE

(CONT.)
369 OF NEARLY 50 PERCENT SINCE 1960, BLACKS STILL REPRESENT LESS THAN 7 PERCENT OF ALL CONSTRUCTION WORKERS, AND FEW OF THOSE ARE IN SKILLED TRADES. THIS HAS CONTINUED DESPITE INCREASING SHORTAGES OF SKILLED LABOR FOR TWO REASONS (1) WITH FEW BLACKS NOW EMPLOYED, THERE ARE FEW WHO CAN PASS ON JOB INFORMATION TO OTHER BLACKS, AND (2) MANY BLACKS ARE CULTURALLY DISADVANTAGED, LACKING THE NECESSARY COMPETENCY AT MATHEMATICS AND SCIENCE. ALTHOUGH MANPOWER SHORTAGES ARE EXPECTED TO CONTINUE FOR THE NEXT DECADE, THERE IS LITTLE POSSIBILITY OF INCREASED BLACK REPRESENTATION, AT LEAST FOR THE NEXT 5 YEARS, BECAUSE OF THE PRESENT SHORTAGE OF BLACKS IN THE LENGTHY APPRENTICESHIP PROGRAMS. (BH)
ERIC: ED048473

370 BLACKS IN THE LABOR FORCE IN THE UNITED STATES. OCT 74
PRICE, DANIEL O.
ATLANTA UNIV., GA.: TEXAS UNIV., AUSTIN. NATIONAL INST. OF CHILD HEALTH AND HUMAN DEVELOPMENT (NIH), BETHESDA, MD.
CONTRACT NO. NICHD-73-2708
NOTES: 33P.: PAPER PRESENTED AT THE W.E.B. DUBOIS INSTITUTE FOR THE STUDY OF THE AMERICAN BLACK (ATLANTA, GEORGIA, OCTOBER 1974)
COMPARATIVE ANALYSIS, FEMALES, LABOR ECONOMICS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LABOR TURNOVER, MINORITY GROUPS, NEGRO ACHIEVEMENT, NEGRO EMPLOYMENT, NEGROES, NEGRO HISTORY, NEGRO ROLE, OCCUPATIONAL CHOICE, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OCCUPATIONAL MOBILITY, UNITED STATES
LABOR FORCE PARTICIPATION AND OCCUPATIONAL STRUCTURE AND THEIR CHANGING TRENDS IN OUR SOCIETY ARE ADDRESSED IN THIS PAPER. THE PROBLEMS OF NOT BEING ABLE TO FIND EMPLOYMENT ARE ALSO IMPORTANT, AND UNEMPLOYMENT IS ALSO EXAMAMINED. FINDINGS INDICATE THAT THERE ARE DECLINING PROPORTIONS OF MALES IN THE LABOR FORCE WITH GREATER DECLINE AMONG BLACK MALES THAN AMONG WHITE MALES. THERE IS SOME EVIDENCE OF INCREASING LABOR FORCE PARTICIPATION AMONG YOUNGER BLACK MALES. BOTH BLACK AND WHITE FEMALES SHOW INCREASING RATES OF LABOR FORCE PARTICIPATION, WITH WHITE FEMALES HAVING LOWER RATES BUT INCREASING MORE RAPIDLY. BLACKS HAVE APPROXIMATELY TWICE THE UNEMPLOYMENT RATES OF WHITES. WHILE WHITES STILL SHOW GENERALLY LOWER RATES THAN BLACKS, THE DIFFERENCES ARE NOT AS GREAT WITHIN AGE BY EDUCATION BY SEX CATEGORIES. THE COHORT ANALYSIS OF OCCUPATIONAL TRENDS INDICATES THAT BLACK FEMALES ARE MAKING MORE RAPID OCCUPATIONAL GAINS THAN ARE BLACK MALES. WHEN THE RATION OF BLACK TO WHITE MEDIAN EARNINGS IS TAKEN AS A MEASURE OF INCOME DIFFERENTIAL AND THIS RATIO IS EXAMINED BY YEARS OF EDUCATION, IT IS FOUND THAT BASED ON MALES WHO WORKED 50-52 WEEKS OUT OF THE YEAR IN 1969, THE RATIO OF BLACK TO WHITE EARNINGS DECLINES WITH INCREASING EDUCATION ALL THE WAY UP THROUGH SIXTEEN YEARS OF EDUCATION. (AUTHOR/AM)
ERIC: ED126225 ATLANTA UNIVERSITY, 223 CHESTNUT STREET, ATLANTA, GEORGIA 30313 ($1.50)

371 BLOCK GRANTS A ROUNDTABLE DISCUSSION. A COMMISSION REPORT. OCT 76
ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS, WASHINGTON, D.C.
NOTES: 34P.
CONFERENCE REPORTS, CONFERENCES, FEDERAL AID, FEDERAL PROGRAMS, GOVERNMENT ROLE, GRANTS, PROGRAM DESCRIPTIONS, SOCIAL SCIENCE RESEARCH, BLOCK GRANTS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, HOUSING AND COMMUNITY DEVELOPMENT ACT 1974, PARTNERSHIP FOR HEALTH, SAFE STREETS ACT, SOCIAL SECURITY ACT TITLE XX
THIS PUBLICATION IS THE EDITED TRANSCRIPT OF A FOUR-HOUR ROUNDTABLE DISCUSSION OF THE IMPACT OF FEDERAL BLOCK GRANTS. PARTICIPATING IN THE DISCUSSION WERE REPRESENTATIVES OF FOUR ORGANIZATIONS CONDUCTING MAJOR RESEARCH ON FIVE FEDERAL BLOCK GRANT PROGRAMS--THE ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS, THE BROOKINGS INSTITUTION, THE NATIONAL ACADEMY OF SCIENCES, AND THE URBAN INSTITUTE. EACH OF THE FIVE BLOCK GRANT STUDIES IS DESCRIBED BRIEFLY, THEN REPRESENTATIVES OF THE VARIOUS RESEARCH ORGANIZATIONS DISCUSS THE IMPACT AND SUCCESS OF BLOCK GRANTS, AS WELL AS THE SIMILARITIES AND DIFFERENCES BETWEEN BLOCK GRANTS AND OTHER FEDERAL PROGRAMS. THE BLOCK GRANT PROGRAMS DISCUSSED INCLUDE PARTNERSHIP FOR HEALTH, THE SAFE STREETS ACT, THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, TITLE XX OF THE SOCIAL SECURITY ACT, AND THE COMMUNITY DEVELOPMENT BLOCK GRANT PORTION OF THE HOUSING AND COMMUNITY DEVELOPMENT ACT OF 1974. (JG)
ERIC: ED132685

372 BLOCK GRANTS FOR MANPOWER PROGRAMS 1975
LEVITAN, S.A.: ZICKLER, J.K.
PUBLIC ADMINISTRATION REVIEW, VOL.35, NO.2, MAR-APR 1975, P. 191-195.
ECONOMICS, EEO, EMPLOYMENT, EMPLOYMENT POLICY, JOB DEVELOPMENT, PUBLIC ADMINISTRATION, REVENUE SHARING, UNITED STATES
THE UNITED STATES GOVERNMENTS COMPREHENSIVE EMPLOYMENT AND TRAINING ACT HAS INTRODUCED A NEW FUNDING PROCEDURE FOR MANPOWER PROGRAMS. THERE MUST BE FEDERAL OVERSIGHT AND TECHNICAL ASSISTANCE, TO ACHIEVE FUTURE SUCCESS OF THE ACTS PURPOSES.
MGMT: PAR75C0191

373 THE BLOOMINGDALE PROJECT, REPORT OF A DEMONSTRATION ON-THE-JOB TRAINING PROGRAM. 01NOV64
LORBER, FRED:SCHRANK, ROBER
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y.
NOTES: 21P.
DEMONSTRATION PROGRAMS, DISADVANTAGED YOUTH, DISTRIBUTIVE EDUCATION, DROPOUTS, JOB APPLICATION, JOB MARKET, JOB PLACEMENT, JOB SKILLS, LOWER CLASS, OFFICE OCCUPATIONS, ON

(CONT.)

373 THE JOB TRAINING, ROLE PLAYING, SUPERVISION, UNEMPLOYED, YOUTH, BLOOMINGDALE S DEPARTMENT STORE, MOBILIZATION FOR YOUTH , NEW YORK CITY

AN EXPERIMENTAL TRAINING PROGRAM TESTED TWO HYPOTHESES--(1) UNEMPLOYED MINORITY GROUP YOUTH WITH TRAINING AND REINFORCEMENT COULD SUCCEED IN JOBS IN MIDDLE-CLASS SETTINGS AND (2) HIGH SCHOOL GRADUATES WOULD BE MORE SUCCESSFUL THAN DROPOUTS IN COMPETING FOR JOBS, BUT DROPOUTS ALSO WOULD BENEFIT FROM THE TRAINING PROGRAM. IN NEW YORK CITY, MOBILIZATION FOR YOUTH (MFY), BLOOMINGDALES DEPARTMENT STORE, AND A LOCAL UNION COOPERATED IN THIS PROJECT FOR 29 YOUNG PEOPLE, AGED 17 TO 22, WHO WERE LITERATE AT THE SEVENTH-GRADE LEVEL. A 3-MONTH TRAINING PERIOD CONSISTED OF ORIENTATION TO DEPARTMENT STORE WORK, SPECIFIC FORMAL SKILL TRAINING, AND DIRECT SUPERVISION BY A MFY STAFF MEMBER WHO HAD SUPPORTIVE, COUNSELING, AND LIAISON FUNCTIONS. ORIENTATION MEETINGS INCLUDED ROLE PLAYING AND INSTRUCTION ON HOW TO ACT WHILE APPLYING FOR A JOB. ONE IMPORTANT FEATURE OF THE PROJECT IS ITS SALARY-SHARING PLAN--ONE HALF PAID BY MFY, THE OTHER HALF BY THE STORE. THIS SCHEME HELPS TO OPEN UP THE JOB MARKET FOR MFYS PROGRAM AND ENABLES MFY TO ACT AS A BARGAINING AGENT. THE SUCCESS OF THE PROJECT WAS SHOWN BY FOLLOWUP FIGURES--(1) 14 OF THE ULTIMATE TRAINEES WERE REGULARLY EMPLOYED 6 MONTHS LATER AND (2) AMONG DROPOUTS, ONLY ONE PERSON WHO WANTED A JOB WAS UNEMPLOYED. THE SIX TRAINEES WHO WERE SCHOOL DROPOUTS AND WHO WOULD NOT NORMALLY HAVE QUALIFIED FOR JOBS WERE EITHER WORKING OR BACK IN SCHOOL. (NH)

ERIC: ED012290

374 BLOWN PLASTIC CONTAINER MACHINE OPERATOR (FABRIC. PLASTIC PROD.) 556.885--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 67

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 14P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLASTICS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED067412

375 BLS (BUREAU OF LABOR STATISTICS) PUBLICATIONS, 1886-1971 NUMERICAL LISTINGS, ANNOTATIONS, AND SUBJECT INDEX. 72

BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.

CONTRACT NO. 188

BIBLIOGRAPHIES, ANNOTATED BIBLIOGRAPHIES, PERIODICALS, REPORTS, BULLETINS, CATALOGS, LABOR ECONOMICS, INDEXES (LOCATERS), FEDERAL AGENCIES

THIS COMPILATION PROVIDES A COMPLETE CATALOG OF THE MAJOR PUBLICATIONS OF THE BUREAU OF LABOR STATISTICS, INCLUDING (1) A NUMERICAL LISTING OF 1,724 BULLETINS ISSUED SINCE THEIR PUBLICATION BEGAN IN 1886, (2) A NUMERICAL LISTING OF 400 REPORTS FROM THEIR FIRST ISSUANCE IN 1953, (3) A LIST OF EIGHT CURRENT PERIODICALS, AND (4) SEVERAL ADDITIONAL PUBLICATIONS OF GENERAL INTEREST. ENTRIES INCLUDE TITLE, DATE OF PUBLICATION, PRICES FOR THOSE STILL IN PRINT, AND AN ANNOTATION FOR THOSE BULLETINS WHICH ANALYZE MAJOR ECONOMIC OR LABOR DEVELOPMENTS, EXPLAIN PHASES OF THE BUREAUS STATISTICAL PROGRAM OR SURVEY TECHNIQUES, OR PRESENT THE LATEST DATA FOR A HISTORICAL SERIES. A SUBJECT INDEX IS PROVIDED. (SS)

AIM/ARM: VT020204 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (S/N 2901-0931, $1.50)

376 BLS HANDBOOK OF METHODS FOR SURVEYS AND STUDIES. 71

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 248P.

COSTS, DATA ANALYSIS, DATA COLLECTION, EMPLOYMENT PATTERNS, INDUSTRIAL RELATIONS, LABOR ECONOMICS, METHODS, NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, PRODUCTIVITY, TREND ANALYSIS, WAGES, BLS, BUREAU OF LABOR STATISTICS

THIS HANDBOOK OUTLINES THE SCOPE OF THE BUREAU OF LABOR STATISTICS PROGRAMS AND THE METHODS IT USES TO COLLECT, TABULATE, EVALUATE, AND PUBLISH A WIDE RANGE OF ECONOMIC AND STATISTICAL INFORMATION FROM THE STUDIES AND SURVEYS THAT IT CONDUCTS. THESE STATISTICAL PROGRAMS ARE ORGANIZED ACCORDING TO SUBJECT MATTER AREAS. THE BROAD SUBJECT AREAS COVERED IN THIS PUBLICATION ARE CURRENT EMPLOYMENT ANALYSIS, MANPOWER STRUCTURE AND TRENDS, PRICES AND LIVING CONDITIONS, WAGES AND INDUSTRIAL RELATIONS, PRODUCTIVITY AND TECHNOLOGY, OCCUPATIONAL SAFETY AND HEALTH, AND ECONOMIC TRENDS AND LABOR CONDITIONS. EACH CHAPTER CONTAINS A LIST OF TECHNICAL REFERENCES, AND THE APPENDIX INCLUDES PROCEDURES FOR THE SEASONAL FACTOR METHOD OF ANALYSIS. (MF)

ERIC: ED067505 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE,

(CONT.)
376 WASHINGTON, D.C. 20402 (2901-0659, $2.00)

377 BLUE COLLAR WORKERS A RECRUITMENT SOURCE FOR WHITE COLLAR OPENINGS JUN 70
JOHNSON, DAVID B.;STERN, JAMES L.
PERSONNEL J;49;6;471-477
BLUE COLLAR OCCUPATIONS, MANPOWER NEEDS, OCCUPATIONAL MOBILITY, SURVEYS, WHITE COLLAR OCCUPATIONS, MILWAUKEE (WISCONSIN)
ATTENTION PAID TO BLUE COLLAR WORKERS AS A SOURCE OF TRAINED AND TRAINABLE CANDIDATES FOR NONMANUAL JOBS WILL PROVIDE MODERATE DIVIDENDS FOR MODEST INPUTS OF TIME AND EFFORT. (PT)
ERIC: EJ021857

378 BLUEPRINT FOR COMMUNITY ACTION TO IMPROVE THE PROCESS OF YOUTHS ENTRY INTO CLEVELANDS WORK WORLD. MAR 72
FEDERATION FOR COMMUNITY PLANNING, CLEVELAND, OHIO. THE MANPOWER PLANNING AND DEVELOPMENT COMMISSION.
CONTRACT NO. 15$
MANPOWER DEVELOPMENT, COMMUNITY ACTION, GUIDELINES, YOUTH EMPLOYMENT, MANPOWER NEEDS, ENTRY WORKERS, CLEVELAND
THIS BOOKLET WAS DEVELOPED BY THE MANPOWER PLANNING AND DEVELOPMENT COMMISSION AS A GUIDELINE FOR HELPING THE COMMUNITY FOCUS ITS RESOURCES IN DEVELOPING A SYSTEM TO FACILITATE A SMOOTH ENTRY INTO JOBS FOR YOUNG JOB SEEKERS IN CLEVELAND. CONTENTS OF THE BOOKLET INCLUDE THE FOLLOWING AREAS OF DESCRIPTION AND ANALYSIS (1) A DESCRIPTION OF A THEORETICAL APPROACH TO THE PROBLEM (2) A DESCRIPTION OF ELEMENTS IMPINGING ON THE LABOR FORCE ENTRY PROCESS, (3) A PROJECTION OF PROSPECTS FOR LABOR FORCE ENTRY DURING THE 70S, (4) RECOMMENDATIONS FOR THE EDUCATIONAL SYSTEM, THE EMPLOYING SYSTEM, AND JOB DEVELOPMENT SYSTEM, AND (5) RECOMMENDATIONS FOR SUGGESTED AREAS OF RESEARCH. (DL)
AIM/ARM: VT017673 MANPOWER PLANNING AND DEVELOPMENT, COMMISSION 1001 HURON ROAD, CLEVELAND, OHIO 44115 ($1.00)

379 BOARDER II 6-14.171: BOARDING-MACHINE OPERATOR 6-14.173 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BOARDER, BOARDING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060091

380 BODY MAKER FEEDER (TINWARE) 616.885--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. AUG 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SHEET METAL WORKERS, TEST RELIABILITY, TEST VALIDITY, BODY MAKER FEEDER, GATB, GENERAL APTITUDE TEST BATTERY, TINWARE
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069628

381 BOILERMAKER (BOILERMAKING) I 805.281-010--TECHNICAL REPORT ON DEVELOPMENT OF USTES TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, BOILERMAKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED065608

382 BOMB-FUSE PARTS ASSEMBLER (AMMUNITION) 6-54.052 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 51
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BOMB FUSE PARTS ASSEMBLER AMMUNITION, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059300

383 BOOK-AND-GAME-LINE ATTENDANT (PRINT. + PUB.) 920.887--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, BOOKS, CUTTING SCORES, EVALUATION CRITERIA, GAMES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LINE ATTENDANT
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067415

384 BOOKKEEPER (CLERICAL) II 1-01.02--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 61
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, BOOKKEEPING, BUSINESS SKILLS, CLERICAL OCCUPATIONS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE:

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384 NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062446

385 BOOKKEEPING-MACHINE OPERATOR I 1-02.01--TECHNICAL REPORT ON STANDARDIZATION OF THE GATB AND DEVELOPMENT OF APTITUDE TEST BATTERY. MAR 50
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, BOOKKEEPING, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE MACHINES, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BOOKKEEPING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALICATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059295

386 A BOOST TO YOUR PROFITS THROUGH PRODUCTION TEAMWORK 1976
MUYZENBERG, L.V.D.
THE DIRECTOR, VOL.28, NO.11, MAY 1976, P. 89.
AUTOMATION, CONTROL AND PLANNING, DECENTRALIZATION, DELEGATION OF AUTHORITY, JOB SATISFACTION, LABOR MANAGEMENT, LABOR RELATIONS, LABOR UNIONS, MANUFACTURING, PARTICIPATIVE MANAGEMENT, PRODUCTION CONTROL, PRODUCTION POLICY, PRODUCTIVITY, SUPERIOR SUBORDINATE RELATIONSHIP, SUPERVISION, TEAM APPROACH, WORKING CONDITIONS
GROUP WORKING IS IMPORTANT BECAUSE IT IS PROFITABLE. GROUP WORKING IS EFFECTIVE ONLY WHEN MEMBERS OF A GROUP CAN COMMUNICATE FAIRLY WITH EACH OTHER AND WHERE THE TASKS ARE INTER-RELATED. THE FOUR BASIC MANUFACTURING METHODS ARE DESCRIBED. GROUP WORKING PRESENTS THE GREATEST OPPORTUNITY OPEN TO MANAGEMENT AND UNIONS TO IMPROVE BOTH PRODUCTIVITY AND WORKING CONDITIONS AT THE SAME TIME.
MGMT: DIR76E0099

387 BOOSTING WORKERS UP FARM JOB LADDERS JUN 76
BAKER, KIMBALL 9.
WORKLIFE:1:6:2-6
AGRICULTURAL LABORERS, CAREER LADDERS, WORKSHOPS, SHORT COURSES, INTERAGENCY COOPERATION, FARMERS, FARM MANAGEMENT, FARM LABOR PROBLEMS, BILINGUAL TEACHERS, PROMOTION (OCCUPATIONAL), CALIFORNIA (FRESNO COUNTY)
AN INTERAGENCY SYSTEM, GEARED TO IMPROVE AND CREATE JOBS FOR FARM WORKERS IN FRESNO COUNTY, CALIFORNIA, IS DESCRIBED. KEY PARTS OF THE SYSTEM INCLUDE SHORT TRAINING COURSES FOR WORKERS, TEACHER TRAINING FOR BILINGUAL AGRICULTURAL SPECIALISTS, AND LABOR MANAGEMENT WORKSHOPS FOR EMPLOYERS. (AUTHOR/MS)
ERIC: EJ138993

388 THE BORDER CROSSERS PEOPLE WHO LIVE IN MEXICO AND WORK IN THE UNITED STATES. APR 70
NORTH, DAVID S.
TRANSCENTURY CORP., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 334P.
AGRICULTURAL LABORERS, BRACEROS, ECONOMIC DEVELOPMENT, FEDERAL LEGISLATION, FEDERAL PROGRAMS, IMMIGRATION INSPECTORS, INDIVIDUAL CHARACTERISTICS, LABOR MARKET, LOW INCOME COUNTIES, MEXICAN AMERICANS, MIGRANT WORKERS
THIS STUDY INVESTIGATES THE CHARACTERISTICS OF THE BORDER CROSSERS AND THEIR ROLE IN FEDERAL PROGRAMS, AND ANALYZES THEIR IMPACT IN DEPRESSED AREAS. IN ORDER TO OBTAIN INFORMATION ABOUT THE ESTIMATED 100,000 COMMUTERS WORKING IN THE UNITED STATES, A TEAM OF BILINGUAL MEXICAN AMERICANS INTERVIEWED MEXICAN CITIZENS LEGALLY AND ILLEGALLY WORKING IN THE UNITED STATES, AND U.S. CITIZENS LIVING IN MEXICO AND CROSSING THE BORDER TO WORK. AMONG LEGALLY WORKING ALIENS, EVERY HUNDREDTH NAME WAS SELECTED FOR AN INTERVIEW, WHILE THE ILLEGAL WORKERS SURVEYED WERE ALL THOSE WILLING TO BE INTERVIEWED AT THREE DETENTION CENTERS. CITIZEN COMMUTERS, FOR WHOM NO LISTS WERE AVAILABLE, WERE INTERVIEWED AT THE AMERICAN CONSULATE-GENERAL IN JUAREZ, AND AT VARIOUS BORDER CROSSINGS. THE DATA SHOWS THAT THE BORDER CROSSERS DEPRESS JOB OPPORTUNITIES AND WAGE LEVELS, AND DISCOURAGE UNION ORGANIZATION. ALTHOUGH THEY BENEFIT FROM MANY FEDERAL

(CONT.)

388 PROGRAMS, THEY DO NOT PAY THEIR SHARE OF THE COSTS OF THE PROGRAMS. THE STUDY RECOMMENDS SEVERAL ALTERNATE SOLUTIONS USING MORE REALISTIC RESTRICTIONS ON COMMUTERS. (BH)
ERIC: ED051362 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 191 692, MF $0.95: FOR HARDCOPY PRICE SEE CATALOG)

389 BOREDOM ON THE ASSEMBLY LINE AGE AND PERSONALITY VARIABLES h 75
STAGNER, ROSS
INDUSTRIAL GERONTOLOGY:2:1:23UKM
OLDER ADULTS, WORK ATTITUDES, JOB SATISFACTION, ASSEMBLY (MANUFACTURING), LABORERS, MANPOWER UTILIZATION, RESEARCH, RESEARCH NEEDS, AGE, AGE DIFFERENCES
RESEARCH SHOWS WIDE DIFFERENCES IN THE WAY INDIVIDUALS REACT TO PACED, CONSTRAINED JOBS. WORKERS SHOW INCREASING JOB SATISFACTION WITH AGE, BUT THERE ARE FEW OLDER WORKERS AMONG ASSEMBLY LINE OPERATIVES: PERHAPS THEY LEAVE BECAUSE OF SENIORITY, JOB CHANGE, OR RETIREMENT. AGING, HOWEVER, MAY MAKE PERSONALITIES MORE COMPATIBLE WITH ASSEMBLY LINE WORK. (AUTHOR/AJ)
ERIC: EJ112128

390 BOTH PARTIES NEED RESTYLING FOR THE POLITICAL ROAD AHEAD 1974
FEICHLEY, A.J.
FORTUNE, VOL.90, NO.6, DEC 1974, P. 116-119, 212-214.
ECONOMIC POLICY, ECONOMICS, INFLATION, LEADERSHIP, POLITICS, PUBLIC AFFAIRS, RESOURCE ALLOCATION, UNEMPLOYMENT
PREVIEWS THE POLITICAL ARENA FOR 1976, ANALYZES POLITICAL TRENDS, AND ASSESSES THE POSSIBILITY OF RADICAL POLITICAL DEPARTURES FROM THE TWO MAJOR PARTIES.
MGMT: FOR74L0116

391 THE BOUNDLESS RESOURCE A PROSPECTUS FOR AN EDUCATION/WORK POLICY. 75
WIRTZ, WILLARD
NATIONAL MANPOWER INST., WASHINGTON, D.C.
NOTES: 205P.
ACADEMIC EDUCATION, ADULT EDUCATION, CAREER EDUCATION, ECONOMIC FACTORS, EDUCATIONAL STRATEGIES, HUMAN RESOURCES, JOB TRAINING, LEGISLATION, MINORITY GROUPS, OLDER ADULTS, POLICY FORMATION, POLITICAL INFLUENCES, UNEMPLOYMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE, WORK EXPERIENCE PROGRAMS, WORKING WOMEN, YOUTH
REPRESENTING A GROUP EFFORT BY THE AUTHOR AND THE NATIONAL MANPOWER INSTITUTE, THE PROSPECTUS FOCUSES ON WAYS TO IMPROVE THE INTEGRATION OF THE TRADITIONALLY SEPARATE WORLD OF WORK AND EDUCATION--WAYS TO BREAK UP THE TIME TRAPS OF EDUCATION FOR YOUTH, AND WORK FOR ADULTS. IT ESPECIALLY SPEAKS FOR THE 16-19 YEAR OLD POPULATION, WORKING WOMEN, WORKERS NEEDING TRAINING OR RETRAINING, MINORITY GROUP MEMBERS, AND PEOPLE OVER 60. PART 1, YOUTH, DISCUSSES THE 20 PERCENT YOUTH UNEMPLOYMENT RATE, THE MISMATCH OF COMPETENCY DEVELOPMENT AND AVAILABLE JOBS, AND THE NECESSITY OF INFUSING LIBERAL ARTS AND VOCATIONAL EDUCATION. PART 2, THE CAREER YEARS, EXPLORES WORK IN LIGHT OF IMPROVING THE QUALITY OF LIFE, NOT MERELY EXPANDING THE GROSS NATIONAL PRODUCT, AND PERCEIVES THE IMMINENCE OF THE REVOLUTION AGAINST THE INJUSTICES TOWARD OLDER PEOPLE. PART 3, THE PROSPECT, GRAPPLES WITH THE ECONOMIC AND POLITICAL QUESTIONS INVOLVED IN INSTITUTING EDUCATION-WORK POLICY. SOME FEATURES OF THE PROPOSED CHANGE STRATEGY INCLUDE ESTABLISHMENT OF COMMUNITY EDUCATION-WORK COUNCILS AND A WORK INSTITUTE, AN OCCUPATIONAL OUTLOOK AND CAREER INFORMATION REPORTING SYSTEM OF NATIONAL/LOCAL INFORMATION, INCREASED CAREER COUNSELING, YOUTH COMMUNITY WORK/SERVICE PROGRAMS, UNEMPLOYMENT INSURANCE LAW REVISION, AND ELIMINATION OF AGE STRUCTURES ON PUBLIC EDUCATION. (EA)
ERIC: ED117347 E. P. DUTTON AND CO., INC., 201 PARK AVENUE SOUTH, NEW YORK, N.Y. 10003 ($7.95 PLUS $0.50 POSTAGE AND HANDLING, 2-49 COPIES, 10 PERCENT DISCOUNT, 50 OR MORE COPIES, 40 PERCENT DISCOUNT, AVAILABLE TO ORGANIZATIONS AND ASSOCIATIO

392 BOYS RESIDENTIAL YOUTH CENTER (EFFECT OF INNOVATIVE, SUPPORTIVE SERVICES IN CHANGING ATTITUDES OF HIGH RISK YOUTH). FINAL REPORT. FEB 69
BOYS RESIDENTIAL YOUTH CENTER, NEW HAVEN, CONN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 334P.
BEHAVIORAL COUNSELING, BEHAVIOR CHANGE, CHANGING ATTITUDES, DISADVANTAGED YOUTH, FAMILY (SOCIOLOGICAL UNIT), MALES, RESIDENTIAL CENTERS, VOCATIONAL COUNSELING, YOUTH EMPLOYMENT, YOUTH PROBLEMS, YOUTH PROGRAMS, MANPOWER PROGRAMS
THE RESIDENTIAL YOUTH CENTER, BASED IN THE INNER CITY, WAS ESTABLISHED TO HOUSE THOSE HIGH RISK YOUTHS WHO WERE NOT BEING REACHED BY EXISTING MANPOWER PROGRAMS. THE STAFF CONSISTED OF INDIGENOUS, NONPROFESSIONAL PERSONNEL WHO WORKED INTENSIVELY WITH FAMILIES. THE PROJECT WAS ABLE TO EFFECT TREMENDOUS BEHAVIORAL CHANGES IN DOZENS OF 16-21 YEAR OLD MALE YOUTH WHO WERE SUBSEQUENTLY ENROLLED IN MANPOWER PROGRAMS. (AUTHOR)
ERIC: ED081979 NATIONAL TECHNICAL INFORMATION SERVICES, SPRINGFIELD, VA. 22151 (PB-199 502, MF $1.45, HC $6.00)

393 BRAC/JOB CORPS CLERICAL TRAINING PROGRAM.
BROTHERHOOD OF RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES.
NOTES: 137P.: PHOTOGRAPHS WILL NOT REPRODUCE
CLERICAL OCCUPATIONS, COLLECTIVE BARGAINING, EDUCATIONAL PROGRAMS, GLOSSARIES, HISTORY, INDUSTRIAL RELATIONS, INSTRUCTIONAL MATERIALS, LABOR EDUCATION, LABOR UNIONS, OCCUPATIONAL INFORMATION, OFFICE MACHINES, OFFICE OCCUPATIONS, RAIL TRANSPORTATION,

(CONT.)
393 RECORDS (FORMS), TEXTBOOKS, UNIT PLAN, VOCATIONAL EDUCATION, BRAC, BRAC RAILROAD CLERICAL PROGRAM, BROTHERHOOD OF RAILWAY AND AIRLINE CLERKS
THE BROTHERHOOD OF RAILWAY AND AIRLINE CLERKS (BRAC) RAILROAD CLERICAL PROGRAM CONTAINS TWO MAIN PARTS. THE FIRST PART DEALS WITH THE RAILROAD INDUSTRY AND PROVIDES AN OUTLINE OF BASIC RAILROAD HISTORY, A GLOSSARY OF RAILROAD TERMS, A DESCRIPTION OF THE KINDS OF WORK DONE IN RAILROAD OFFICES, SAMPLE FORMS USED IN THE RAILROAD INDUSTRY, DESCRIPTIONS OF RAILROAD OFFICE EQUIPMENT, AND DESCRIPTIONS OF THE VARIOUS KINDS OF RAILROAD ROLLING STOCK. THE SECOND PART DEALS WITH TRADE UNIONS AND COVERS THE FOLLOWING TOPICS LABOR AND THE ECONOMY, HISTORY OF TRADE UNIONS, COLLECTIVE BARGAINING AND TRADE UNIONS, RAILROAD LABOR, AND A GLOSSARY OF TERMS. THE PROGRAM DEALS WITH EACH TOPIC IN A SEPARATE UNIT, EACH OF WHICH CONTAINS A BRIEF CLASSROOM QUIZ AT ITS END. (JR)
ERIC: ED113531

394 BRACERO LABOR AND THE CALIFORNIA FARM LABOR ECONOMY A MICRO STUDY OF THREE CROPS, 1952 THROUGH 1967 DEC 70
WISE, DONALD EUGENE
CLAREMONT GRADUATE SCHOOL, CALIF. DEPT. OF ECONOMICS.
GRANT NO. OL-91-05-69-22
NOTES: FINAL REPT. 89P
AGRICULTURAL ECONOMICS, CALIFORNIA, MANPOWER, ETHNIC GROUPS, BRACEROS, STRAWBERRIES, FARM LABOR, MIGRANT WORKERS
THE PURPOSE OF THE DISSERTATION IS TO MAKE ESTIMATES WHICH GIVE SOME INDICATION OF THE INFLUENCE OF THE BRACERO (MEXICAN NATIONALS) PROGRAM ON AGRICULTURAL PRODUCTION IN CALIFORNIA. A MODEL OF CROP PRODUCTION IS USED TO APPROXIMATE THE MARKET DETERMINATION OF TOTAL EMPLOYMENT, WAGES, BRACERO EMPLOYMENT, WHOLESALE PRICES, PRODUCTION AND HARVESTED ACREAGE FOR A SINGLE CROP. THE MODEL IS ESTIMATED FOR THREE CROPS OVER THE PERIOD 1955 THROUGH 1967. THE ACTUAL DATA FOR THESE YEARS ARE COMPARED WITH ESTIMATES FROM THE MODEL BOTH WITH AND WITHOUT THE USE OF BRACEROS, WHO AS OF JANUARY, 1965, WERE NO LONGER ALLOWED TO ENTER THE UNITED STATES. (AUTHOR)
NTIS: PB-196 466 NTIS PRICES PC$3.00 MF$0.95

395 BRAIDING-MACHINE OPERATOR (COT. SMALL WARES: TEXTILES) 6-19.986--STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BRAIDING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063402

396 BRASS IS BRIGHTER AFTER A TOUGH YEAR 1975
BUSINESS WEEK, NO.2398, SEPT 15, 1975, P. 36I-N.
AUTOMOBILE INDUSTRY, COMPETITION, ECONOMICS, INVENTORY MANAGEMENT, LABOR FORCE, LAYOFF, MARKET ANALYSIS, MARKETING, MINERALS, PRODUCTION POLICY, PROFIT PERFORMANCE, RECESSION, SALES FORECAST
DESPITE A BAD TWELVE MONTHS FOR THE BRASS INDUSTRY, RENEWAL OF DEMAND AND NEW APPLICATIONS THROUGH LINKS WITH COPPER REFINERIES WILL HELP THE MARKET. SHORT-TERM, IMMEDIATE NEW MARKETS SHOULD BE FOUND.
MGMT: BWE75I1536-3

397 BREAKING DOWN CLASSIFICATION BARRIERS TO JOB ADVANCEMENT 1975
CASSIDY, E.W.: CHANDLER, W.H.: EDELMAN, R.J.
PERSONNEL, VOL.52, NO.3, MAY-JUNE 1975, P. 60-67.
ADMINISTRATION, COMPENSATION, EQUAL EMPLOYMENT OPPORTUNITY, JOB CLASSIFICATION, PERFORMANCE, PERSONNEL MANAGEMENT, SALARY, WOMEN IN BUSINESS
DISCUSSES THE RESTRUCTURING OF A JOB CLASSIFICATION SCHEME TO BRING INTO GREATER ALLIGNMENT THE SALARIES OF WOMEN WORKERS AND TO PROVIDE THE OPPORTUNITY FOR EXPANDED RESPONSIBILITIES TO HARD-WORKING FEMALES.
MGMT: PER75E0060

398 BREAKTHROUGH FOR DISADVANTAGED YOUTH. 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 253P.
ADULT BASIC EDUCATION, ANCILLARY SERVICES, COUNSELING, DISADVANTAGED YOUTH, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION,

(CONT.)

398 PREVOCATIONAL EDUCATION, PROGRAM EVALUATION, RECRUITMENT, RESEARCH, SUBPROFESSIONALS, TESTING, MANPOWER DEVELOPMENT AND TRAINING ACT

EVALUATIONS HAVE BEEN MADE OF 55 EARLY (1963-66) EXPERIMENTAL AND DEMONSTRATION PROJECTS CONDUCTED IN 18 STATES AND THE DISTRICT OF COLUMBIA UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 TO REACH AND SERVE YOUTH FOR WHOM THE CONVENTIONAL APPROACHES, TECHNIQUES, AND PERSONNEL SEEMED INADEQUATE. EXPERIENCES AND RESULTS OF THE PROJECTS ARE ORGANIZED UNDER EIGHT HEADINGS IMPACT ON THE COMMUNITY: RECRUITMENT AND COMMUNITY PENETRATION: TESTING, COUNSELING, AND SUPPORTIVE SERVICES: BASIC EDUCATION: PREVOCATIONAL AND VOCATIONAL TRAINING PROGRAMS: JOB PLACEMENT, CREATION, AND DEVELOPMENT: USING NONPROFESSIONALS: AND RESEARCH ACTIVITIES AND PROBLEMS. APPROACHES ARE NOTED WHICH MIGHT BE APPLICABLE ELSEWHERE, AND ALTERNATIVES ARE SUGGESTED. THE DOCUMENT INCLUDES A LIST OF PROJECTS AND ABBREVIATIONS. (LY)

ERIC: ED035805 SUPERINTENDENT OF DOCUMENTS, GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($2.00)

399 BREAKTHROUGH IN ON THE JOB TRAINING. 66

GOMERSALL, EARL R. ; MYERS, M. SCOTT

ANXIETY, EVALUATION, FEMALES, INTERPERSONAL RELATIONSHIP, MACHINE TOOL OPERATORS, ON THE JOB TRAINING, RESEARCH, STATISTICAL DATA, SUPERVISORS, SUPERVISORY TRAINING, TASK PERFORMANCE, TIME FACTORS (LEARNING), WORK ATTITUDES, INDUSTRIAL TRAINING, TEXAS INSTRUMENTS

A STUDY WAS MADE AT TEXAS INSTRUMENTS INC. OF THE EFFECT OF ANXIETY ON LEARNING TIME AND ATTITUDES AMONG NEW EMPLOYEES. BEFORE INTERVIEWS WITH ASSEMBLY WORKERS AND THEIR SUPERVISORS THE EXPERIMENT IDENTIFIED THE IMPORTANCE OF ANXIETY IN INHIBITING JOB EFFECTIVENESS FOR BOTH OPERATORS AND SUPERVISORS. NEW WOMEN ASSEMBLY WORKERS WERE DIVIDED INTO A CONTROL GROUP AND AN EXPERIMENTAL GROUP. THE CONTROLS RECEIVED THE USUAL TWO HOUR, FIRST DAY ORIENTATION. THE EXPERIMENTAL GROUP RECEIVED THIS PLUS A SPECIAL ONE DAY ANXIETY REDUCTION SESSION IN WHICH THEY WERE ENCOURAGED TO THINK OF SUCCESS AND TO COMMUNICATE WITH THEIR SUPERVISORS. THE DIFFERENCE BETWEEN THE GROUPS IN LEARNING TIME AND ATTITUDE WAS APPARENT AT ONCE AND AT THE END OF ONE MONTH THE EXPERIMENTAL GROUP WAS SIGNIFICANTLY OUTPERFORMING THE CONTROLS. BY REDUCING ANXIETY, THE FOLLOWING GAINS WERE ACCOMPLISHED--TRAINING TIME WAS CUT IN HALF, COSTS WERE LOWERED TO ONE THIRD OF PREVIOUS LEVELS, ABSENTEEISM AND TARDINESS DROPPED TO ONE HALF, WASTE AND REJECTS TO ONE FIFTH, AND COSTS WERE CUT AS MUCH AS 15 TO 30 PERCENT. NEW AND TRANSFERRED SUPERVISORS WERE TRAINED BY THE EMPLOYEES, INCREASING COMMUNICATION, SUPERVISOR KNOWLEDGE OF OPERATIONS, AND CONFIDENCE IN SUPERVISORS. THIS ARTICLE APPEARED IN HARVARD BUSINESS REVIEW, VOLUME 44, NUMBER 4, JULY-AUGUST, 1966. 10 PAGES (PT)

ERIC: ED018693

400 BREAKTHROUGH IN RURAL MANPOWER SERVICES. FINAL REPORT.

IOWA STATE EMPLOYMENT SECURITY COMMISSION, DES MOINES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 204P.

DEMONSTRATION PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, RURAL AREAS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS

THE OTTUMWA EXPERIMENTAL AND DEMONSTRATION PROJECT WAS INITIATED TO DEVELOP MORE ECONOMICAL AND MORE EFFECTIVE WAYS FOR DELIVERING COMPREHENSIVE MANPOWER SERVICES TO RESIDENTS OF RURAL AREAS. THE OTTUMWA PROJECT INVOLVED A FUNDAMENTAL RESTRUCTURING OF RURAL EMPLOYMENT SERVICE OPERATIONS--DEVELOPMENT OF MORE EFFECTIVE WAYS OF DELIVERING EFFECTIVE SERVICES REQUIRED BRINGING THE SERVICE DELIVERY SYSTEM INTO GREATER HARMONY WITH THE DEMANDS MADE BY CHANGED AND CHANGING RURAL LABOR MARKET CONDITIONS AND SOCIOECONOMIC PATTERNS. THE 2-YEAR OTTUMWA EXPERIENCE YIELDED SOME IMPORTANT OBSERVATIONS, AMONG THEM (1) A SINGLE ADMINISTRATIVE UNIT FOR THE ENTIRE OPERATIONAL AREA IS ESSENTIAL, (2) A SMALL ADVERTISING BUDGET IS A WORTHWHILE EXPENDITURE, AND TELEVISION THE BEST MEDIUM, AND (3) IT WAS MORE IMPORTANT TO HAVE FISCAL RESOURCES AND PHYSICAL FACILITIES TO ASSURE MAXIMUM UTILIZATION OF AVAILABLE STAFF, THAN TO HAVE ADDITIONAL STAFF IF THERE WAS A CHOICE. (CD)

ERIC: ED055188

401 BREVARD DISTRICT PLAN FOR PLACEMENT AND FOLLOW-UP. 74

THOMAS, OLIVE W.

BREVARD COUNTY SCHOOL BOARD, COCOA, FLA.

NOTES: 49P.; FOR CAREER EDUCATION DEVELOPMENT PLAN SEE CE 003 171

ADMINISTRATOR RESPONSIBILITY, ADULT STUDENTS, DATA COLLECTION, DROPOUTS, FOLLOWUP STUDIES, HIGH SCHOOL GRADUATES, HIGH SCHOOL STUDENTS, JOB PLACEMENT, PROGRAM PLANNING, RECORDS (FORMS), SCHOOL DISTRICTS, SECONDARY EDUCATION, BREVARD COUNTY (FLORIDA)

THE BREVARD DISTRICT PLAN FOR PLACEMENT AND FOLLOW-UP IS INTENDED FOR ALL SECONDARY STUDENTS, INCLUDING DROPOUTS, DISADVANTAGED, ADULT STUDENTS, AND GRADUATES. THE AREAS OF PLACEMENT MAY BE IN GAINFUL EMPLOYMENT, EDUCATIONAL INSTITUTIONS, OR A COMBINATION OF BOTH. THE PLAN SPECIFIES PROCEDURES FOR IMPLEMENTING PLACEMENT AND STIPULATES THE TYPE OF DATA TO BE COLLECTED (NUMBER OF STUDENTS IN THE SCHOOL LEAVER AND SCHOOL GRADUATE CATEGORIES, NUMBER OF STUDENTS IN EACH CATEGORY WHO REGISTERED OR OBTAINED PLACEMENT SERVICES, NUMBER OF STUDENTS IN EACH CATEGORY WHO WERE PLACED, AREA OF PLACEMENT, AND AREAS IN WHICH STUDENTS EXPERIENCED DIFFICULTY IN BEING PLACED.) AN ANNUAL REPORT FROM THE SUPERINTENDENT WILL MAKE CURRICULUM CHANGE SUGGESTIONS AFFECTING THE EMPLOYABILITY OF JOB CANDIDATES AND THE PERFORMANCE OF STUDENTS IN POSTSECONDARY EDUCATIONAL INSTITUTIONS. BEGINNING IN 1976, FOLLOW-UP STUDIES PERSONNEL WILL PERFORM THE SAME DUTY

(CONT.)
401 IN THE SAME YEAR TO REFLECT THE EFFECTIVENESS OF INSTRUCTIONAL PROGRAMS AND THE ADEQUACY OF INSTRUCTIONAL PROGRAM GOALS AND OBJECTIVES. RESPONSIBILITY FOR BOTH PLACEMENT AND FOLLOW-UP STUDIES PROGRAMS RESTS WITH THE COUNTY CAREER EDUCATION COORDINATOR. (TWENTY-THREE PAGES PROVIDE SUGGESTED FORMS TO BE USED IN THE PLAN. A CALENDAR OF EVENTS FOR THE 1974-75 YEAR IS APPENDED.) (AG)
ERIC: ED102423 DR. HARRY V. DELLINGER, DIRECTOR, CAREER EDUCATION DEPARTMENT, MONROE CENTER, 705 AVOCADO AVENUE, COCOA, FLORIDA 32922 (NO PRICE GIVEN)

402 BRICKLAYER (CONST.) 861.381 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 78
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, BRICK INDUSTRY, BRICKLAYERS, CONSTRUCTION INDUSTRY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061312

403 BRIDGEPORT AREA MANPOWER INFORMATION SYSTEMS PROJECT. 76
SEDICH, JERRY V.: VALAKAS, JOHN N.
BRIDGEPORT, CONN. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. 21-09-74-35
NOTES: 77P.: TWO FLOW CHARTS (OF AN OVERALL SYSTEM AND PROJECT TASKS) ON PAGES 2-3 AND PAGES 56 AND 58-9 MAY NOT REPRODUCE WELL DUE TO BLURRED, FAINT, BROKEN TYPE
INFORMATION SERVICES, INFORMATION SOURCES, INFORMATION SYSTEMS, LABOR MARKET, MANAGEMENT INFORMATION SYSTEMS, MANAGEMENT SYSTEMS, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, PROGRAM DESCRIPTIONS, SYSTEMS DEVELOPMENT, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CONNECTICUT (BRIDGEPORT)
THIS REPORT EXPLAINS THE BRIDGEPORT COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) MANPOWER INFORMATION SYSTEMS PROJECT. THREE COMPONENTS OF THE PROJECT ARE CONSIDERED (1) THE AUTOMATED MANPOWER MANAGEMENT INFORMATION SYSTEM (MIS), WHICH INCORPORATES A COST-EFFECTIVENESS ANALYSIS ALGORITHM AND PERMITS A LIMITED AMOUNT OF IMPACT AND OUTCOME ANALYSIS, AND WHICH REPLACES THE MANUAL SYSTEM, WHICH IS INCAPABLE OF EFFECTIVE AND EFFICIENT OPERATIONAL CONTROL AND MONITORING DUE TO THE LARGE NUMBER OF CETA CLIENTS IN THE BRIDGEPORT AREA: (2) THE LABOR MARKET INFORMATION SYSTEM (LMIS), WHICH CONSISTS OF AN AUTOMATED ECONOMIC INDEX GENERATOR AND AN AUTOMATED SHIFT AND SHARES MODEL, PROVIDING AN EXCELLENT TOOL TO ANALYZE THE ECONOMIC HEALTH IN THE BRIDGEPORT AREA AND OFFERING PLANNERS TIMELY AND RELEVANT INFORMATION FOR THE DECISIONMAKING PROCESS: AND (3) A LABOR MARKET SUPPLY/DEMAND SURVEY OF THE BRIDGEPORT AREA, WHICH SERVES AS INPUT FOR LMIS. THE REPORT CONCLUDES WITH A PROPOSAL TO LINK THE MIS AND LMIS SUB-SYSTEMS INTO ONE COMPREHENSIVE MANPOWER INFORMATION SYSTEM. (AUTHOR/WL)
ERIC: ED131234 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

404 BRIDGES AND LADDERS A DESCRIPTIVE STUDY IN NEW CAREERS. REHABILITATION OCCUPATIONS FOR THE DISADVANTAGED AND ADVANTAGED. NOV 71
BERMAN, GERALD S.: AND OTHERS
CASE WESTERN RESERVE UNIV., CLEVELAND, OHIO. DEPT. OF SOCIOLOGY. REHABILITATION SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 60P.
ACADEMIC ACHIEVEMENT, ADULT VOCATIONAL EDUCATION, CAREER LADDERS, COLLEGE STUDENTS, DISADVANTAGED YOUTH, ECONOMICALLY DISADVANTAGED, FEMALES, HUMAN SERVICES, INDIGENOUS PERSONNEL, LEARNING MOTIVATION, MANPOWER DEVELOPMENT, NEGRO STUDENTS, REHABILITATION PROGRAMS, RESEARCH, REHABILITATION CAREERS PROJECT
THREE ISSUES RELATED TO NEW CAREERS HAVE BEEN EXPLORED AMONG A GROUP OF COLLEGE STUDENTS WHO ARE IN THE MAIN CHILDREN OF LOWER WHITE COLLAR AND BLUE COLLAR PARENTS, INCLUDING SOME WITH POVERTY OR GHETTO BACKGROUNDS. THE NEW CAREERS PROGRAM HAS TWO MAJOR COMPONENTS HELPING THE POOR THROUGH MEANINGFUL EMPLOYMENT AND OPPORTUNITY FOR CAREER LADDER ADVANCEMENT IN THE HUMAN SERVICES, AND HELPING PROFESSIONALS IN SOCIAL AGENCIES THROUGH MAKING AVAILABLE A SUPPLY OF SUBPROFESSIONAL INDIGENOUS WORKERS, CAPABLE OF BRIDGING THE GAP BETWEEN STAFF AND CLIENTS BY CROSS-INTERPRETING AGENCY AND COMMUNITY. THE THREE ISSUES ARE (1) ARE THE POOR OR THOSE WITH RESTRICTED OCCUPATIONAL CHOICES RESPONDING TO NEW CAREERS OPPORTUNITIES (2) WHAT IS THE EFFECT OF HIGH MOBILITY ASPIRATIONS ON NEW CAREERS INTEREST: IS THE CAREER-LADDER IDEA SUFFICIENT TO HOLD THOSE FROM LOWER-CLASS BACKGROUNDS AND (3) IS THE BRIDGING FUNCTION CONGENIAL TO NEW CAREERISTS, AND HOW DOES IT JIBE WITH THE IDEA OF JOB ADVANCEMENT TENTATIVE AND PARTIAL FINDINGS SHOW (1) NEW CAREERISTS ARE PREDOMINANTLY BLACK AND FEMALE, FROM THE LOWEST

(CONT.)
404 SOCIOECONOMIC LEVELS (2) THEIR MOBILITY ASPIRATIONS ARE RELATIVELY HIGH; AND (3) THE CONDITIONS FOR ACHIEVING SUCCESS IN THE BRIDGING ROLE ARE LESS THAN FAVORABLE. NOTES, REFERENCES, AND A BRIEF APPENDIX DESCRIBING THE FAMILY SOCIALIZATION FOR COMPETENCE SCALE ARE PROVIDED. (DB)
ERIC: ED058522

405 BRIDGES TO WORK INTERNATIONAL COMPARISON OF TRANSITION SERVICES. JUL 77
REUBENS, BEATRICE G.
COLUMBIA UNIV., NEW YORK, N.Y. CONSERVATION OF HUMAN RESOURCES PROJECT. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-21-26-73-51; DL-21-36-75-20
NOTES: 330P.
COMPARATIVE ANALYSIS, CROSS CULTURAL STUDIES, DEVELOPED NATIONS, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, GOVERNMENT ROLE, GUIDANCE SERVICES, NATIONAL PROGRAMS, OCCUPATIONAL GUIDANCE, ORGANIZATION, PUBLIC POLICY, SECONDARY SCHOOL STUDENTS, VOCATIONAL ADJUSTMENT, VOCATIONAL FOLLOWUP, YOUTH, YOUTH EMPLOYMENT, CANADA, EUROPE , JAPAN, SCHOOL TO WORK TRANSITION, UNITED STATES
USING A CROSS-COUNTRY FRAMEWORK WHICH DRAWS ON THE EXPERIENCE OF THE DEVELOPED NATIONS--WESTERN EUROPE, CANADA, THE UNITED STATES, AND JAPAN--THIS STUDY EXAMINES THE WAY COUNTRIES VIEW THE PROBLEMS OF THE TRANSITION FROM SCHOOL TO WORK AND THE ROLE OF THE TRANSITION SERVICES IN SMOOTHING THE PASSAGE. FOCUS IS ON THE FORMAL AND PUBLIC TRANSITION SERVICES PROVIDED BY OFFICIAL AGENCIES AT VARIOUS LEVELS OF GOVERNMENT WHICH ENCOMPASS INFORMATION, GUIDANCE, PLACEMENT, INDUCTION, AND FOLLOW-UP OF YOUNG WORKERS ON THE JOB. STRESSING THE EXPERIENCE OF A FEW COUNTRIES WHOSE SIZE OR PROGRAMS COMMAND ATTENTION, THE STUDY ALLUDES TO OTHERS WHEN THEY HAVE DISTINCTIVE EXPERIENCE OR POLICIES. GREATEST EMPHASIS IS PLACED ON THE PROBLEMS AND SERVICES FOR THE AGE GROUP WHICH ENTERS WORK AFTER LOWER OR UPPER SECONDARY EDUCATION. AN INTRODUCTORY CHAPTER OUTLINES THE OBJECTIVES. CHAPTER 2 PRESENTS THE BASIC DISCUSSION OF THE INTERMEDIARY SERVICES OF WHICH THE TRANSITION SERVICES ARE PART. IN CHAPTER 3 THE ORGANIZATIONAL STRUCTURE OF THE TRANSITION SERVICES IS ANALYZED. CHAPTERS 4 AND 5 DEAL WITH EDUCATIONAL AND OCCUPATIONAL GUIDANCE, AND CHAPTER 6 REVIEWS THE ISSUES AND PRACTICE IN GUIDANCE AND COUNSELING. CHAPTERS 7, 8, AND 9 ARE DEVOTED TO METHODS OF FINDING JOBS AND OFFICIAL JOB PLACEMENT EFFORTS. INDUCTION TO WORK AND THE FOLLOW-UP OF YOUNG PEOPLE IN THEIR EARLY JOBS ARE THE SUBJECTS OF CHAPTER 10 WHILE CHAPTER 11 SUMMARIZES AND DISCUSSES POLICY IMPLICATIONS. THE FULL 928-ITEM BIBLIOGRAPHY IS INCLUDED. (JT)
ERIC: ED143853 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

406 BRIDGING THE EMPLOYMENT GAP STRATEGIES FOR SUCCESS, AND CAUSES, CONSEQUENCES, AND CURES FOR LABOR TURNOVER PROBLEMS. MANPOWER CONTRIBUTION NUMBER 2. 22 MAR 68
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 36P.MANPOWER RESEARCH SYMPOSIUM (2ND, NORFOLK STATE COLLEGE, VA., MARCH 22, 1968).
UNEMPLOYED, LABOR TURNOVER, NEGRO EMPLOYMENT, WORK ATTITUDES, MANPOWER UTILIZATION, DISADVANTAGED YOUTH, ON THE JOB TRAINING, SUMMER PROGRAMS
THIS MEETING DEALT FIRST WITH THE TRAINING AND HIRING OF THE HARD-CORE UNEMPLOYED BY INDUSTRY. THE SECOND PART OF THE PROGRAM INVOLVED THE PROBLEM OF LABOR TURNOVER, INCLUDING PROBLEMS FACED BY THE U.S. ARMY IN ITS SUMMER-HIRE PROGRAMS FOR DISADVANTAGED STUDENTS. COMMITMENT AND ATTITUDES WERE STRESSED AS IMPORTANT FACTORS IN HIRING THE UNEMPLOYED AND IN KEEPING THEM WORKING. (BH)
AIM/ARM: VT009929

407 BRIDGING THE GAP FROM SCHOOL TO WORK. APR68
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 14P.
FOREIGN COUNTRIES, OCCUPATIONAL GUIDANCE, SCHOOL ROLE, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, YOUTH EMPLOYMENT, YOUTH PROBLEMS, EMPLOYMENT OPPORTUNITIES
HIGH RATES OF YOUTH UNEMPLOYMENT, ESPECIALLY FOR THOSE IN LOW-INCOME MINORITY GROUP FAMILIES, AND UNDEREMPLOYMENT, DESPITE THE FACT THAT THE UNITED STATES KEEPS LARGER PROPORTIONS OF ITS CHILDREN IN SCHOOL LONGER THAN DOES ANY OTHER NATION, GIVE SOME INDICATION OF WHY THE SCHOOL-TO-WORK PROBLEM COMMANDS PUBLIC ATTENTION. SOME OF THE VARIABLES CONSIDERED TO AFFECT THE PROCESS OF TRANSITION, AND REQUIRING INTENSIVE REVIEW, ARE COUNSELING AND PLACEMENT BY SCHOOLS AND OTHER AGENCIES, WORK EXPERIENCE PROGRAMS IN SCHOOLS, OCCUPATIONAL INFORMATION IN SCHOOLS, WORK-ORIENTED CURRICULUMS, SPECIFIC AND GENERAL OCCUPATIONAL TRAINING, COOPERATIVE EDUCATION IN THIS COUNTRY WITH THAT EXPERIENCED IN EUROPE SUGGESTS THAT THE SCHOOL-TO-WORK GAP IN THE UNITED STATES IS LARGELY A RESULT OF THE HIGH EDUCATIONAL AND FLEXIBLE CAREER SIGHTS THAT HAVE BEEN SET WHILE AVAILABLE JOB OPPORTUNITIES HAVE NOT BEEN AT AS HIGH A LEVEL. WHILE RECOGNIZING AN INSUFFICIENCY OF RELEVANT RESEARCH, CERTAIN GENERAL CONCLUSIONS CAN BE REACHED ON THE BASIS OF PRESENT KNOWLEDGE CONCERNING THE CHARACTER OF THE STEPS THAT CAN BE TAKEN TO NARROW THE GAP BETWEEN SCHOOL AND WORK. AMONG THESE STEPS ARE (1) INCREASING STUDENT KNOWLEDGE ABOUT THE ENVIRONMENT OF WORK WHILE IN SCHOOL, (2) INCREASING OPPORTUNITY FOR STUDENTS TO GAIN ACTUAL WORK EXPERIENCE, (3) INCREASING PARTICIPATION OF BUSINESS AND OTHER PRIVATE GROUPS IN THE EDUCATION WORLD, AND (4) PROVIDING IMPROVED KNOWLEDGE AND TRAINING AT THE POINT OF ENTRY INTO THE JOB MARKET. THIS CHAPTER APPEARS IN MANPOWER REPORT OF THE PRESIDENT AND REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING (1968) AVAILABLE AS VT 001 025. (ET)
ERIC: ED021144

409 BRINGING THE WORLD OF WORK AND THE INSTITUTIONS OF EDUCATION CLOSER TOGETHER. TWO COMMENCEMENT ADDRESSES AT THE OHIO STATE UNIVERSITY. OCCASIONAL PAPER NO. 28.
WIRTZ, WILLARD;FORD, GERALD R.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION.
NOTES: 14P.
ECONOMIC CHANGE, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT TRENDS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, GOVERNMENT ROLE, HUMAN RESOURCES, LABOR MARKET, OLDER ADULTS, SCHOOL INDUSTRY RELATIONSHIP, SOCIAL CHANGE, SPEECHES, UNEMPLOYMENT, YOUTH EMPLOYMENT
TWO OHIO STATE UNIVERSITY COMMENCEMENT ADDRESSES, ONE BY FORMER SECRETARY OF LABOR WILLARD WIRTZ IN MARCH 1977 AND THE OTHER BY FORMER PRESIDENT GERALD R. FORD IN AUGUST 1976, DEAL WITH THE TOPIC OF EDUCATION AND WORK. WILLARD WIRTZ DISCUSSES THE PROBLEMS OF UNEMPLOYMENT AMONG YOUTH AND THE ELDERLY AND CITES THE NEED FOR NATIONAL EDUCATION/WORK POLICY TO RESOLVE THE PROBLEMS. HE MENTIONS PROGRAMS SUGGESTED BY PRESIDENT CARTER AND CALLS FOR A NEW ECONOMICS WHICH WOULD RECOGNIZE THAT THERE IS A LIMITLESS AMOUNT THAT NEEDS TO BE DONE IN THE COUNTRY AND IN THE WORLD, AND THAT WHILE SOME NATURAL RESOURCES ARE IN CRITICALLY SHORT SUPPLY, THE HUMAN RESOURCE IS BOUNDLESS. HE SUGGESTS A VIABLE ECONOMICS THAT PUTS PEOPLE IN THE FIRST PLACE INSTEAD OF SOMEPLACE ELSE ON DOWN THE LINE. PRESIDENT FORD PROPOSES A NEW PARTNERSHIP BETWEEN LABOR AND EDUCATORS, SUGGESTING THAT THE UNIVERSITIES OPEN THEIR DOORS TO WORKING MEN AND WOMEN, NOT ONLY AS STUDENTS BUT ALSO AS TEACHERS, AND THAT LABOR OPEN ITS RANKS TO RESEARCHERS AND PROBLEM-SOLVERS OF THE CAMPUSES WHOSE RESEARCH CAN GIVE BETTER TOOLS AND METHODS TO WORKERS. FORD SAYS THAT HE WILL ASK CONGRESS TO EXTEND TWO LAWS--ONE PROVIDING FOR HIGHER EDUCATION, THE OTHER FOR VOCATIONAL EDUCATION; AND THAT HE HAS ASKED THE SECRETARIES OF COMMERCE, LABOR, AND HEALTH, EDUCATION, AND WELFARE TO REPORT ON NEW WAYS OF BRINGING THE WORLD OF WORK AND THE INSTITUTIONS CLOSER TOGETHER. (LMS)
ERIC: ED140102

409 BRINGING WOMEN INTO MANAGEMENT. 75
GORDON, FRANCINE E., ED.;STROBER, MYRA H., ED.
NOTES: 168P.
AFFIRMATIVE ACTION, CASE STUDIES, CHANGE AGENTS, CHANGE STRATEGIES, EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), FEDERAL LEGISLATION, FEMALES, FEMINISM, FUTURES (OF SOCIETY), MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGERIAL OCCUPATIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, SEX DISCRIMINATION, SEX ROLE, SEX STEREOTYPES
INTENDED TO ENCOURAGE AND ASSIST TOP MANAGEMENT IN BRINGING MORE WOMEN INTO UPPER MANAGEMENT POSITIONS, THE DOCUMENT PROVIDES AN INTELLECTUAL UNDERSTANDING OF THE ISSUES AND PRACTICAL INFORMATION ON HOW TO IMPLEMENT CHANGE. NINE CHAPTERS INCLUDE (1) INSTITUTIONAL BARRIERS WHAT KEEPS WOMEN OUT OF THE EXECUTIVE SUITE CYNTHIA FUCHS EPSTEIN, EXAMINING TRENDS, CONSEQUENCES, AND CHANGE REGARDING THE STATUS OF WOMEN; (2) SEX DIFFERENCES AND THEIR IMPLICATIONS FOR MANAGEMENT, CAROL NAGY JACKLIN AND ELEANOR EMMONS MACCOBY, EXAMINING THE INFLUENCES OF BIOLOGY ON WOMENS CAPABILITIES; (3) EXECUTIVE MAN AND WOMAN THE ISSUE OF SEXUALITY, DAVID L. BRADFORD, ALICE G. SARGENT, AND MELINDA S. SPRAGUE, DEFINING SEXUALITY AND MALE-FEMALE RELATIONSHIPS; (4) THE LAW WHERE IT IS AND WHERE ITS GOING, COLQUITT L. MEACHAM, ANALYZING THE IMPACT OF COURT DECISIONS, ADMINISTRATIVE GUIDELINES, AND TRENDS; (5) BRING WOMEN INTO MANAGEMENT BASIC STRATEGIES, MYRA H. STROBER, DISCUSSING DIRECT AND INDIRECT BENEFITS; (6) PERFECTLY PURE PEABODYS A CASE OF AFFIRMATIVE ACTION FOR WOMEN, A CASE STUDY; (7) BRINGING WOMEN INTO MANAGEMENT THE ROLE OF THE SENIOR EXECUTIVE, FRANCINE E. GORDON, REVIEWING ELEMENTS OF A SUCCESSFUL AFFIRMATIVE ACTION PROGRAM; (8) WOMEN IN MANAGEMENT VIGNETTES, PRESENTING SEVEN VIGNETTES; AND (9) CONCLUSION PROBLEMS AND OPPORTUNITIES, MYRA H. STROBER AND FRANCINE E. GORDON. (LH)
ERIC: ED122094 MCGRAW-HILL BOOK CO., 1221 AVENUE OF THE AMERICAS, NEW YORK, NEW YORK 10020 (HARD COVER, $8.95; PAPER COVER, $5.95)

410 A BRISK AUTUMN FOR HUNTING GEAR 1975
BUSINESS WEEK, NO.2403, OCT 20, 1975, P. 47-48.
CONSUMER MOTIVATION, CUSTOMER SATISFACTION, ECONOMICS, INVENTORY MANAGEMENT, MARKETING, RECESSION, RETAIL INDUSTRY, SALES FORECAST, SALES VOLUME, UNEMPLOYMENT
INTEREST IN HUNTING IS WAY UP RESULTING IN INCREASES IN SALES OF HUNTING EQUIPMENT, GUNS AND LICENSES. SOME FEEL THIS HAS BECOME AN ESCAPE FROM ECONOMIC PROBLEMS.
MGMT: BWE75J2047-2

411 BRISK TIMES FOR THE JOB AGENCIES 1977
WINTER, L.
VISION, NO.78, MAY 1977, P. 65-67.
ECONOMICS, EMPLOYMENT, HIRING, LABOR FORCE, MANAGEMENT, PERSONNEL MANAGEMENT
EMPLOYMENT AGENCIES ARE DOING MORE BUSINESS AS MANAGERS TRY TO DECIDE IF THE ECONOMY IS REALLY GOING TO BE STRONG ENOUGH TO SUPPORT REGULAR NEW EMPLOYEES.
MGMT: VIS77E0065

412 BRITAINS INDUSTRIAL TRAINING ACT--ITS HISTORY, DEVELOPMENT AND IMPLICATIONS FOR AMERICA. APR67
HANSEN, GARY B.
NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. DISTRICT OF COLUMBIA MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 83P.
ADMINISTRATIVE AGENCIES, FINANCIAL POLICY, FOREIGN COUNTRIES, INDUSTRIAL STRUCTURE, INDUSTRIAL TRAINING, LABOR LEGISLATION, SCHOOL INDUSTRY RELATIONSHIP, GREAT BRITAIN,

(CONT.)

412 INDUSTRIAL TRAINING ACT
WHEN THE FOUNDATION FOR THE BRITISH EDUCATIONAL SYSTEM WAS LAID IN 1870, THE DICHOTOMY BETWEEN EDUCATION AND TRAINING WAS FORMALIZED. EMPLOYERS PROVIDED THE PRACTICAL TRAINING IN INDUSTRY, AND THEORY OR ACADEMIC COURSES WERE PROVIDED IN THE SCHOOLS. THE INDUSTRIAL TRAINING ACT OF 1964 GIVES THE MINISTER OF LABOR POWER TO ESTABLISH INDUSTRIAL TRAINING BOARDS FOR SUCH ACTIVITIES OF INDUSTRY AND COMMERCE AS HE THINKS NECESSARY. THE INCORPORATION OF THE INDUSTRIAL APPROACH INTO THE INDUSTRIAL TRAINING ACT INDICATED THAT WHILE THE GOVERNMENT PLANNED TO ACCEPT FAR MORE RESPONSIBILITY FOR TRAINING, IT DID NOT INTEND TO REMOVE THE FOCAL POINT OF TRAINING FROM INDUSTRY. THE DUTIES AND POWERS OF THE INDUSTRIAL TRAINING BOARDS ARE (1) TO PROVIDE OR SECURE THE PROVISION OF SUFFICIENT TRAINING FACILITIES FOR EMPLOYEES IN THEIR RESPECTIVE INDUSTRY, (2) TO MAKE RECOMMENDATIONS ABOUT THE NATURE, LENGTH, STANDARD, CONTENT, AND OTHER ASPECTS OF TRAINING, (3) TO PAY GRANTS TO EMPLOYERS PROVIDING TRAINING OF AN APPROVED STANDARD, AND (4) TO IMPOSE A LEVY ON EMPLOYERS IN THEIR INDUSTRY IN ORDER TO ACCOMPLISH THE TRAINING PROGRAM. THE JOB OF IMPLEMENTING THE ACT HAS PROVEN TO BE A DIFFICULT AND LENGTHY ONE. IN ADDITION, BECAUSE THE ACT ACCEPTS THE HISTORICAL DICHOTOMY BETWEEN EDUCATION AND TRAINING, THERE IS A DANGER THAT IT MAY PERPETUATE OR EVEN SHARPEN THE DISTINCTION AT A TIME WHEN THAT DISTINCTION IS BECOMING LESS MEANINGFUL. SEVERAL ELEMENTS IN THE BRITISH TRAINING SYSTEM, SUCH AS THE LEVY-GRANT SCHEME AND OCCUPATIONAL TRAINING ON AN INDUSTRY BASIS, SHOULD BE OF CONSIDERABLE INTEREST TO THE AMERICAN EDUCATIONAL SYSTEM. (HC)
ERIC: ED020402

413 BRITISH MANPOWER POLICY AND THE PROCESS OF INSTITUTIONAL CHANGE. 24 AUG 70
DONOVAN, JOHN C.
BOWDOIN COLL., BRUNSWICK, MAINE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 125P.
ECONOMICS, EDUCATIONAL PROGRAMS, FINANCIAL POLICY, GOVERNMENT EMPLOYEES, INTERVIEWS, MANPOWER NEEDS, GREAT BRITAIN
THIS STUDY OF THE BRITISH MANPOWER SITUATION WAS BASED ON INVESTIGATIONS IN THE FIELD (INTERVIEWS AND DISCUSSIONS WITH BRITISH GOVERNMENT AND UNIVERSITY OFFICIALS) DURING THE PERIOD SEPTEMBER 1969-JULY 1970. THE STUDY SURVEYS BRITISH TRAINING PROGRAMS AND MANPOWER POLICY IN TERMS OF THE OVERALL OBJECTIVES OF BRITISH ECONOMIC POLICY. (AUTHOR)
ERIC: ED081960 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-194 699, MF $1.45, HC $3.00)

414 A BROKE CITY SEARCHES FOR HIGHER PRODUCTIVITY 1976
BUSINESS WEEK, NO.2436, JUNE 14, 1976, P. 85-88.
CITIES, COST STANDARDS, ECONOMICS, INSURANCE, LABOR FORCE, LABOR RELATIONS, LAYOFF, MANAGEMENT, PRODUCTIVITY, PUBLIC ADMINISTRATION, PUBLIC FINANCE, QUALITY OF LIFE, SALARY ADMINISTRATION, STRIKE, UNIONS
NEW YORK CITY IS HOPEFUL PRODUCTIVITY IMPROVEMENT WILL RESULT IN BETTER PUBLIC SERVICE, CUTTING DOWN ON THE CURRENT INEFFICIENCY IN MANAGEMENT PRACTICES, BUDGETING, AND DEMORALIZATION. NO MONEY IS AVAILABLE FOR WAGE INCREASES, COST OF LIVING HIKES ARE POSSIBLE ONLY WHEN PRODUCTIVITY INCREASE OFFSETS THEM.
MGMT: BWE76F1485

415 BUILDING A WORK FORCE OF SENIOR COMPANIONS JUN 76
SLACK, GEORGIA
WORKLIFE:1:5:8-14
SENIOR CITIZENS, EDUCATIONAL PROGRAMS, CHILD CARE, COMPANIONS (OCCUPATION), EMPLOYMENT OPPORTUNITIES, HOME HEALTH AIDES, OLDER ADULTS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FLORIDA (MIAMI)
TWO PROGRAMS IN THE MIAMI AREA ENABLE FLORIDA SENIOR CITIZENS TO EARN MONEY WHILE AIDING OTHERS. THE SENIOR SURROGATE PARENT PROGRAM OFFERS CLASSROOM INSTRUCTION AND ON-THE-JOB TRAINING IN CHILD CARE. HOME NURSING SKILLS AND NUTRITION ARE TAUGHT IN THE COMPANION AIDE TO THE ELDERLY PROGRAM. (AUTHOR/MS)
ERIC: EJ138994

416 BUILDING BETTER BRIDGES SEP 70
MANPOWER:2:9:30-32
ADULT VOCATIONAL EDUCATION, DENTAL TECHNICIANS, DISADVANTAGED GROUPS, FEDERAL PROGRAMS, ON THE JOB TRAINING, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, NDTA PROGRAMS
ERIC: EJ026099

417 BUILDING BRIDGES TO WORK MAY 73
MANPOWER:5:5:27-29
DISADVANTAGED YOUTH, JOB PLACEMENT, EMPLOYMENT PROGRAMS, STUDENT EMPLOYMENT, OCCUPATIONAL GUIDANCE, SCHOOL SERVICES, SENIORS, HIGH SCHOOL GRADUATES, DROPOUTS, AKRON
AKRON PUBLIC SCHOOLS HELP STUDENTS CROSS THE GAP FROM CLASSROOM TO JOBS. (EDITOR)
ERIC: EJ081126

418 BUILDING NEW CAREER LADDERS IN CLERICAL OCCUPATIONS FINAL REPORT FOR THE PERIOD JULY 1, 1974-JUNE 30, 1975. 30 JUN 75
NATIONAL COUNCIL OF NEGRO WOMEN, NEW YORK, N.Y. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-73-5229
NOTES: 27P.

(CONT.)

418 ADMINISTRATOR ROLE, CAREER LADDERS, CLERICAL OCCUPATIONS, CLERICAL WORKERS, EDUCATIONAL NEEDS, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL PROGRAMS, EMPLOYERS, FEMALES, LANGUAGE ARTS, MANPOWER DEVELOPMENT, MINORITY GROUPS, PERSONNEL MANAGEMENT, PERSONNEL POLICY, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION
A PROJECT BY THE NATIONAL COUNCIL OF NEGRO WOMEN CALLED BUILDING NEW CAREER LADDERS IN CLERICAL OCCUPATIONS HAS FIVE COMPONENTS. TWO OF THESE ARE (1) DEVELOPMENT OF CAREER LADDERS ON THE JOB: AND (2) TESTING, EVALUATION, AND DISSEMINATION. IN THE CAREER LADDER COMPONENT, 33 COMPANIES PARTICIPATED THROUGH FINANCIAL CONTRIBUTIONS: GIVING INFORMATION ON JOB DESCRIPTIONS, HIRING, AND UPGRADING POLICIES: AND SHARING EDUCATIONAL AND TRAINING EXPERIENCES AND NEEDS. COMPANIES ARE DIFFERENTIATED ACCORDING TO (1) COMPANIES WITH CLERICAL STAFF WHO ARE UNION MEMBERS, (2) COMPANIES WITH HIGHLY STRUCTURED PERSONNEL POLICIES AND PROCEDURES, AND (3) COMPANIES WITH LESS STRUCTURED PERSONNEL POLICIES. THE ROLE OF COMPANIES IN EMPLOYEE EDUCATION IS DISCUSSED BASED ON INFORMATION COLLECTED FROM THE FOLLOWING COMPANIES AMERICAN EXPRESS: MERRILL, LYNCH, PIERCE, FENNER, AND SMITH: FEDERAL RESERVE BANK: AND MOBIL OIL. IN THE TESTING, EVALUATION, AND DISSEMINATION COMPONENT, A LANGUAGE ARTS COURSE WAS TESTED WITH THE AID OF NEW YORK UNIVERSITY (NYU). FIFTY-FIVE EMPLOYED CLERKS, REPRESENTING 15 COMPANIES, ENROLLED AT NYU DURING THE 1974-75 ACADEMIC YEAR WITH CORPORATION TUITION AID PLANS. THE CURRICULUM INCLUDED WORKSHOPS AND COUNSELING. PLANS FOR FIELD TESTING AND DISSEMINATING THE CURRICULUM ARE SET FORTH. A LIST OF PARTICIPATING COMPANIES AND A POSITIVE EVALUATION OF THE PROJECT ARE APPENDED. (AUTHOR/EC)
ERIC: ED120386

419 BUILDING TEAMS FOR INCREASED PRODUCTIVITY 1977
HOWE, R.J.
PERSONNEL JOURNAL, VOL.56, NO.1, JAN 1977, P. 16-22. BIBLIOG. 4
HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTION, PRODUCTIVITY, TEAM APPROACH, WORKING CONDITIONS
A CASE STUDY OF HOW ONE PLANT IMPROVED THEIR TEAM BUILDING CONCEPTS AND INCREASED PLANT PRODUCTIVITY. PARTICIPATIVE MANAGEMENT MUST INVOLVE ALL LEVELS OF EMPLOYEES IN ORDER TO DEVELOP AND PERPETUATE THE CONCEPT.
MGMT: PEJ77A0016

420 THE BUILDING TRADES PLAY IT COOL-FOR NOW 1976
BUSINESS WEEK, NO.2432, MAY 17, 1976, P. 33-34.
BARGAINING, COMPETITION, CONSTRUCTION INDUSTRY, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMICS, EMPLOYEE BENEFITS, INDUSTRIAL RELATIONS, INFLATION, LABOR MARKET, LEGISLATION, STRIKE, UNEMPLOYMENT, UNIONS, WAGES
MODERATION HAS PREVAILED IN CONSTRUCTION INDUSTRY NEGOTIATIONS SO FAR THIS YEAR, BUT GREATER MILITANCY COULD OCCUR WITH A PICKUP IN CONSTRUCTION ACTIVITY, WITH UNEMPLOYMENT THE MAIN FACTOR IN THE MODERATION. THE INDUSTRYS BARGAINING STRUCTURE MAY HAVE TO BE REFORMED WHEN BUSINESS IMPROVES.
MGMT: BWE76E1733

421 BUNDLER, LAUNDRY 9-69.30--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CLOTHING, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SORTING PROCEDURES, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, LAUNDRY BUNDLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065639

422 BUSINESS AND THE HARD-CORE UNEMPLOYED PROMISE AND PERFORMANCE MAY-JUN 70
COHN, JULES
SOC POLICY:56-60
BUSINESS RESPONSIBILITY, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), INDUSTRIAL EDUCATION, INDUSTRIAL TRAINING, JOB TRAINING, MINORITY GROUPS, UNEMPLOYED, UNSKILLED WORKERS
BASED ON THE REPORT OF THE AUTHORS RECENT NATIONWIDE STUDY OF CORPORATE URBAN PROGRAMS, WHICH APPEARED IN THE MARCH- APRIL ISSUE OF HARVARD BUSINESS REVIEW. (RJ)
ERIC: EJ022391

423 BUSINESS AND THE HARD-TO-EMPLOY A STUDY OF A METROPOLITAN OFFICE OF THE NATIONAL ALLIANCE OF BUSINESSMEN. NOV 72
MCUNTS, PHILIP M.
CALIFORNIA UNIV., LOS ANGELES. MANPOWER RESEARCH CENTER.
NOTES: 46P.
BUSINESS, DISADVANTAGED GROUPS, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB TRAINING, LABORERS, PROGRAM DESIGN, WORK ENVIRONMENT, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, NATIONAL ALLIANCE OF BUSINESSMEN
BUSINESS AND GOVERNMENT PRODUCED A PARTNERSHIP EARLY IN 1968. THE GOVERNMENT DEVISED A CONTRACTING PROCEDURE TO SUBSIDIZE THE EXTRA COSTS ENCOUNTERED BY PRIVATE SECTOR EMPLOYERS WHO WOULD PROVIDE JOBS AND TRAINING TO PERSONS KNOWN TO BE HARD-TO-EMPLOY. THE PROCESS WAS LABLED JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS). SIMULTANEOUSLY, SOME MEMBERS OF THE BUSINESS SECTOR ANNOUNCED FORMATION OF THEIR CHANNEL FOR ACTIVE INVOLVEMENT IN THE PROCESS OF PROVIDING EMPLOYMENT FOR EXCLUDED PERSONS: THE NATIONAL ALLIANCE OF BUSINESSMEN (NAB) WAS ESTABLISHED FOR THE PURPOSE OF SELLING THE JOBS PROGRAM TO OTHER BUSINESSMEN ACROSS THE UNITED STATES. THE AUTHOR WAS A PARTICIPANT RESEARCHER IN A LOS ANGELES NAB METRO OFFICE. THE PRODUCT OF HIS EXPERIENCE IS A STUDY WHICH DOES NOT SUPPORT THE VIEW THAT NAB IS CHANGING BUSINESS ATTITUDES IN WAYS THAT WILL PRODUCE A GROWING RESPONSE FROM EMPLOYERS IN THE ALLEVIATION OF PROBLEMS OF THE DISADVANTAGED. THIS DOCUMENT IS A SUMMARY OF THAT STUDY WHICH DEFINED THE CONTENT AND OPERATION OF PROGRAMS AND THEIR EFFECTIVENESS OF A METROPOLITAN OFFICE OF THE NATIONAL ALLEGIANCE OF BUSINESSMEN TOWARD ACHIEVING THE LOCAL NAB OBJECTIVE. (STATISTICAL TABLES ARE INCLUDED.) (KP)
ERIC: ED085587 INSTITUTE OF INDUSTRIAL RELATIONS, UNIVERSITY OF CALIFORNIA, LOS ANGELES, CALIF. 90024 (MC $2.00)

424 THE BUSINESS CYCLE IS ALIVE AND WELL 1976
BUSINESS WEEK, NO.2428, APR 19, 1976, P. 109-112.
CONSUMER BEHAVIOR, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, GNP, HOUSING, INFLATION, LABOR FORCE, SHORTAGES, TAX CUT, UNEMPLOYMENT
GROWTH IN LABOR FORCE RESULTS IN A DISTORTED UNEMPLOYMENT PICTURE IN AN OTHERWISE SOLID CLASSICAL RECOVERY ACCORDING TO LABOR STATISTICS BUREAU HEAD JULIUS SHISKIN. BUSINESS RECOVERY IS STRONG AND THE FORCE OF THE ECONOMY IS SURPRISING THE FORECASTERS. 1975-76 MAY BE VERY STRONG.
MGMT: BWE76D1949

425 BUSINESS FORECAST: A FASTER TEMPO FOR THE U.S. IN 1977 1976
BUSINESS WEEK, NO.2464, DEC 27, 1976, P. 50-53.
ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMICS, GNP, TAX CUT, UNEMPLOYMENT
AN ANTICIPATED TAX CUT AS AN ECONOMIC STIMULUS IS EXPECTED TO BOOST THE ANNUAL GROWTH RATE TO 6% IN MID-1977. INFLATION WILL BE ABOUT 5 1/2% AND UNEMPLOYMENT WILL FALL TO 7.2%.
MGMT: BWE76L2750

426 BUSINESS LATCHES ONTO THE DAY CARE CENTER 1975
BUSINESS WEEK, NO.2368, FEB 17, 1975, P. 70B+.
COMPETITION, DAY CARE, ECONOMICS, EMPLOYEE BENEFITS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, MANAGEMENT
COMPANY-SUBSIDIZED DAY CARE CENTERS ARE MAKING SENSE TO MORE EMPLOYERS IN ATTEMPT TO HIRE AND KEEP QUALITY EMPLOYEES.
MGMT: BWE7531770-1

427 BUSINESS LOVES THE SUNBELT (AND VICE VERSA) 1977
BRECKENFIELD, G.
FORTUNE, VOL.95, NO.6, JUNE 1977, P. 132-146.
COST OF LIVING, ECONOMIC GROWTH, ECONOMICS, INDUSTRIAL DEVELOPMENT, LEGISLATION, POPULATION, PRIVATE ENTERPRISE, QUALITY OF LIFE, UNEMPLOYMENT, UNIONS
THE SUNBELT AREA WITH ITS RAPID ECONOMIC GROWTH HAS SHAPED LAWS FAVORING BUSINESS AND ATTRACTS PEOPLE BY LOW COST-OF- LIVING AND FINE CLIMATE. PROSPERITY IS GENERALLY ON THE RISE BUT SOME AREAS ARE JUST MAKING IT. PROSPECTS FOR CONTINUED INDUSTRIAL GROWTH ARE ENHANCED BY LOW COST ADVANTAGES OF THE REGION.
MGMT: FOR77F0132

428 BUSINESS OCCUPATIONAL PROFILES IN AN AGRICULTURAL ECONOMY. AN INVESTIGATION TO DETERMINE THE KNOWLEDGE, SKILLS, AND ATTITUDES ESSENTIAL TO SATISFACTORY PERFORMANCE AT THE JOB ENTRY LEVEL AS OFFICE AND ADMINISTRATIVE OR MANAGEMENT TRAINEE PERSONNEL IN RURAL-URBAN AREAS. 16 MAY 73
HARWOOD, R. FRANK
MISSISSIPPI UNIV., UNIVERSITY. SCHOOL OF BUSINESS ADMINISTRATION. MISSISSIPPI UNIV., UNIVERSITY. CENTER FOR MANPOWER STUDIES.; MEMPHIS STATE UNIV., TENN. CENTER FOR MANPOWER STUDIES.
CONTRACT NO. 52
BUSINESS SKILLS, OCCUPATIONAL SURVEYS, JOB SKILLS, CURRICULUM DESIGN, BUSINESS EDUCATION, EMPLOYMENT QUALIFICATIONS, JOB ANALYSIS
TO AID THE DEVELOPMENT OF CRITERIA TO GUIDE HIGH SCHOOL CURRICULUM PLANNERS AND TEACHERS, DATA FOR 160 JOBS COVERING SIX DIFFERENT POSITIONS WITH 112 EMPLOYERS WERE GATHERED IN 428 EXECUTIVE-EMPLOYEE-SUPERVISOR INTERVIEWS IN A 21-COUNTY AREA IN NORTHERN MISSISSIPPI. BASED ON AN ANALYSIS OF THE ACTIVITIES AND DUTIES OF THE SIX POSITIONS

(CONT.)
428 ACCORDING TO FUNCTIONAL CATEGORIES AND IN TERMS OF BASIC KNOWLEDGE, SKILLS, AND UNDERSTANDING. THESE CONCLUSIONS WERE MADE (1) THERE IS A NEED TO KNOW HOW TO COPE WITH BUSINESS OPERATIONAL PROBLEMS THAT AFFECT AND CONCERN EMPLOYEES AND CUSTOMERS, (2) IN ALL THE BEGINNING AND TRAINEE POSITIONS, THERE IS A NEED TO KNOW SOMETHING OF THE IMPORTANCE OF AND HOW TO PROVIDE INFORMATION ESSENTIAL TO THE FINANCIAL RECORDS, INCLUDING DATA RELEVANT TO COST CONTROLS AND TAX REPORTS, (3) IT IS ADVANTAGEOUS TO HAVE A MARKETING ORIENTATION TO FACILITATE AN UNDERSTANDING OF THE IMPORTANCE OF SALES AND THEIR ESSENTIAL SUPPORTING SERVICES, AND (4) COMMUNICATIVE, CALCULATING-CHECKING-VERIFYING, AND RECORDING SKILLS WERE NEEDED FOR ALL THE POSITIONS STUDIED. (SH)
AIM/ARM: VT020756

429 BUSINESS OFFICE CULTURE PROJECT. FINAL REPORT. SEP 69
YWCA OF THE U.S.A., NEW YORK, N.Y. NATIONAL BOARD. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS
NOTES: 253P.
OUT OF SCHOOL YOUTH, FEMALES, BUSINESS EDUCATION, EMPLOYMENT PROGRAMS, WORK EXPERIENCE PROGRAMS, EMPLOYMENT OPPORTUNITIES, CLERICAL OCCUPATIONS, VOCATIONAL ADJUSTMENT, COOPERATIVE PROGRAMS
THIS PROJECT WAS ORGANIZED TO TEST THE EFFECTIVENESS OF LEARNING CENTERS SET UP TO IMPROVE THE EMPLOYABILITY OF YOUNG WOMEN LACKING SUFFICIENT SKILLS AND WORK ORIENTATION IN THE BUSINESS OFFICE. THE SIX LOCAL PROJECTS, IN DALLAS, MT. VERNON, PHILADELPHIA, PITTSBURGH, ST. LOUIS, AND TACOMA, TOGETHER TRAINED AND PLACED 165 YOUNG WOMEN IN 4- AND 5-MONTH PROGRAMS BETWEEN JULY 1968 AND APRIL 1969. THE PROJECT SHOWED THAT THE OVERALL PLAN COULD BE ADAPTED TO LOCAL CIRCUMSTANCES AND COORDINATED WITH OTHER AGENCIES TO PROVIDE A HIGHLY SUCCESSFUL LOCAL EMPLOYMENT PROGRAM FOR OUT OF SCHOOL FEMALES. (SH)
AIM/ARM: VT012205

430 BUSINESS OUTLOOK 1976
FRANKLIN, W.B.
BUSINESS WEEK, NO.2450, SEPT 20, 1976, P. 25.
CAPITAL EXPENDITURE, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, INFLATION, LABOR FORCE, OUTLOOK, UNEMPLOYMENT
BUSINESS ACTIVITY IS BEGINNING TO PICK UP AND IT WILL INCREASE IN TEMPO THROUGH THE FALL. UNEMPLOYMENT WILL REMAIN HIGH AS LONG AS LABOR FORCE GROWTH COMES ON SO STRONG. CAPITAL SPENDING IS TAKING ON A GROWING ROLE IN ECONOMIC EXPANSION.
MGMT: BWE76I2025

431 BUSINESS ROUNDUP 1976
FORTUNE, VOL.93, NO.3, MARCH 1976, P. 19-24.
CONSUMER PRICE INDEX, CONSUMER SPENDING, ECONOMIC TRENDS, ECONOMICS, GNP, GOVERNMENT SPENDING, INFLATION, MONEY SUPPLY, PRODUCTIVITY, UNEMPLOYMENT, WAGES
CURRENT TRENDS IN THE BUSINESS ENVIRONMENT ARE REVIEWED. EMPLOYMENT HAS INCREASED, BUT PRODUCTIVITY HAS DECREASED. INCREASES IN LABOR COSTS WILL PUT SOME UPWARD PRESSURE ON PRICES. CONSUMER SPENDING IS EXPECTED TO INCREASE IN THE LATTER HALF OF 1976.
MGMT: FOR76C0019

432 BUSINESS ROUNDUP-WHY UNEMPLOYMENT HANGS SO HIGH 1976
PARKER, S.S.
FORTUNE, VOL.94, NO.5, NOV 1976, P. 24.
ECONOMIC RECOVERY, ECONOMICS, EMPLOYMENT, GROWTH, LABOR FORCE, MEN, PRODUCTIVITY, UNEMPLOYMENT, WOMEN
GROWTH IN THE LABOR FORCE IS EXPECTED TO DROP AND THEN UNEMPLOYMENT, NOW AT 7.5%, WILL FALL ALSO.
MGMT: FOR76K0024

433 THE BUSINESS-INDUSTRY SURVEY ITS USE IN INSTITUTIONAL PLANNING. APR 75
MELVILLE, GARY;ROESLER, ELMO
NOTES: 14P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (WASHINGTON, D.C., MARCH 30-APRIL 3, 1975)
COMMUNITY RELATIONS, COMMUNITY SURVEYS, CURRICULUM PLANNING, EDUCATIONAL OBJECTIVES, EDUCATIONAL PLANNING, EMPLOYMENT OPPORTUNITIES, JOB MARKET, JOB PLACEMENT, JOB SKILLS, JUNIOR COLLEGES, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, POST SECONDARY EDUCATION, PUBLIC RELATIONS, TECHNICAL INSTITUTES, VOCATIONAL EDUCATION, HAYWOOD TECHNICAL INSTITUTE, MARKET RESEARCH TECHNIQUES
THE MARKET RESEARCH IDEAS AND TECHNIQUES PRESENTED HERE WERE DEVELOPED FOR TWO REASONS (1) TO APPRAISE AND PROJECT JOB MARKET CONDITIONS THAT NOW OR WILL LATER INFLUENCE THE EMPLOYMENT OPPORTUNITIES FOR GRADUATES OF VOCATIONAL AND TECHNICAL PROGRAMS; AND (2) TO USE THE COLLECTED MANPOWER DATA FOR IMMEDIATE AND LONG-RANGE CURRICULAR PLANNING. THE BUSINESS-INDUSTRY SURVEY, PROPERLY IMPLEMENTED, CAN ALSO SERVE AS AN IMPORTANT COMMUNICATIONS LINK BETWEEN LOCAL EMPLOYERS AND THE COLLEGE. SURVEY PROCEDURES ARE INCORPORATED INTO OVERALL INSTITUTIONAL PLANNING ACTIVITIES THROUGHOUT THE PROCESS--FROM THE EXAMINATION OF INSTITUTIONAL PHILOSOPHIES AND GOALS TO THE USE OF SURVEY RESULTS IN LONG-RANGE PLANNING. THE MARKET RESEARCH PROCEDURES INVOLVED IN DEVELOPING AND ADMINISTERING THE SURVEY, WHICH INCLUDE DEFINING THE POPULATION, DEVELOPING THE QUESTIONNAIRE, SELECTING THE SAMPLE, AND ADMINISTRATION TECHNIQUES, ARE DESCRIBED. A CASE STUDY OF THE USE OF THE SURVEY AT HAYWOOD TECHNICAL INSTITUTE IN NORTH CAROLINA IS PRESENTED. IT IS CONCLUDED THAT BY MATCHING SPECIFIC PROGRAMS WITH SPECIFIC JOBS, THE

(CONT.)
433 COMMUNITY COLLEGE OR TECHNICAL INSTITUTE CAN FORMULATE LONG-RANGE PLANS THAT WILL BENEFIT BOTH THE INSTITUTION AND THE COMMUNITY. (AUTHOR/AH)
ERIC: ED104473

434 BUYING A COMPANY WITH STATE BONDS 1975
WOOD, E.
MERGERS AND ACQUISITIONS, VOL.10, NO.2, SUMMER 1975, P. 4-9.
BONDS, CAPITAL INVESTMENTS, ECONOMICS, EMPLOYEE COMPENSATION, FINANCE, GOVERNMENTAL CONTROL, SOCIALISM, UNEMPLOYMENT
MORAL OBLIGATION BONDS ISSUED BY RHODE ISLAND SAVED 300 JOBS. MORE INDUSTRIAL FINANCING BY STATES IS SEEN IN THE FUTURE.
MGMT: MAC75P0004

435 C.E.T.A. IN BALANCE-OF-STATE AREAS. WORKSHOP REPORT OF THE RURAL MANPOWER POLICY RESEARCH CONSORTIUM, JUNE 6-7, 1974. SPECIAL PAPER NO. 24. SEP 74
MOSER, COLLETTE H., COMP.
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS.
NOTES: 40P.
CONFERENCE REPORTS, DEVELOPMENTAL PROGRAMS, EMPLOYMENT SERVICES, LEGISLATION, MANPOWER DEVELOPMENT, PLANNING, POLICY FORMATION, PROGRAM ADMINISTRATION, ROLE PERCEPTION, RURAL AREAS, WORKSHOPS, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
THE WORKSHOP ON THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) IN BALANCE-OF-STATE AREAS EXPLORED THE IMPLICATIONS FOR RURAL AREAS OF VARIOUS MANPOWER POLICIES. IN A PREVIOUS WORKSHOP, IT WAS FOUND THAT A CLOSE CORRELATION EXISTED BETWEEN COUNTIES CLASSIFIED AS BALANCE-OF-STATE AND THOSE CLASSIFIED AS RURAL BY THE U.S. DEPARTMENT OF LABOR. THEREFORE, THE REPORTS AND EXCHANGES FROM VARIOUS BALANCE-OF-STATE AREAS GAVE A GOOD OVERVIEW OF THE IMPLICATIONS AND OPERATION OF CETA IN RURAL AREAS. PARTICIPANTS WERE EITHER MEMBERS OF THE RURAL MANPOWER POLICY RESEARCH GROUP OR HAD BEEN CLOSELY ASSOCIATED WITH ITS EFFORTS AND THOSE OF THE RURAL MANPOWER SERVICE. THIS REPORT GIVES (1) AN OVERVIEW OF THE DEVELOPMENT OF MAJOR ISSUES AND POLICIES IN THE RURAL MANPOWER AREA AND (2) AN ANALYSIS, BASED ON TAPED DISCUSSIONS AND SOME CONTRIBUTED MEMOS, OF THE MAJOR AREAS OF WORKSHOP DISCUSSION. THE TWO PAPERS DISCUSS (1) CETAS ABILITY TO MEET THE NEEDS OF RURAL AREAS; (2) THE EXTENT TO WHICH ADMINISTRATIVE MANPOWER STRUCTURES, DEVELOPING UNDER CETA, WILL BE CONSISTENT WITH THE RURAL MANDATE GIVEN THE EMPLOYMENT SERVICE AS A RESULT OF LITIGATION; AND (3) THREE AREAS OF CETA IMPLEMENTATION IN BALANCE-OF-STATE--ADMINISTRATIVE AND PLANNING STRUCTURES, DELIVERY OF SERVICES, AND ROLE OF THE EMPLOYMENT SERVICE. (NQ)
ERIC: ED099154

436 CABINETMAKER (WOODWORKING) 660.280 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CABINETMAKING, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WOODWORKING, CABINETMAKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061305

437 CABLE ASSEMBLER (WIREWORK) 709.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, CABLE ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

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437 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063539

438 CABLE MAKER (ELEC. EQUIP.: ELECTRONICS) 726.884--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. FEB 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, CABLE MAKERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062424

439 CAKE FINISHER (BAKE. PROD.)6-02.97--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD SERVICE WORKERS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CAKE FINISHERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066458

440 CALCULATING-MACHINE OPERATOR 216.488: COMPUTER OPERATOR 1-25.13 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE MACHINES, OFFICE OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COMPTOMETER OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060129

441 CALIFORNIA CONSORTIUM ON COOPERATIVE EDUCATION: ANNUAL REPORT 1975-76. 76
CALIFORNIA STATE CONSORTIUM ON COOPERATIVE EDUCATION, SACRAMENTO. CALIFORNIA COMMUNITY COLLEGES, SACRAMENTO. OFFICE OF THE CHANCELLOR.
NOTES: 98P.: FOR RELATED DOCUMENT SEE ED 119 775
COMMUNITY COLLEGES, CONSORTIA, COOPERATIVE EDUCATION, EDUCATIONAL INNOVATION,

(CONT.)

441 EDUCATIONAL OBJECTIVES, JUNIOR COLLEGES, PILOT PROJECTS, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, STATEWIDE PLANNING, WORK EXPERIENCE PROGRAMS, CALIFORNIA
SENATE BILL 642, PASSED BY THE CALIFORNIA LEGISLATURE IN 1973, AUTHORIZED THE CHANCELLOR OF THE CALIFORNIA COMMUNITY COLLEGES TO CONDUCT A PILOT PROGRAM IN COOPERATIVE EDUCATION INVOLVING NO MORE THAN FIVE COMMUNITY COLLEGE DISTRICTS FOR A PERIOD OF UP TO THREE YEARS. PURSUANT TO THE LAW, THE CHANCELLOR HAS INCLUDED COAST, HARTNELL, PASADENA, PERALTA, AND WEST VALLEY COMMUNITY COLLEGE DISTRICTS IN A CONSORTIUM TO IMPLEMENT, EVALUATE, AND PROVIDE DATA IN INNOVATIVE COOPERATIVE EDUCATION PROGRAMS. THIS REPORT DOCUMENTS THE PROGRESS OF THE CONSORTIUM DURING ITS THIRD YEAR OF OPERATION. IT PRESENTS (1) A LIST OF THE OBJECTIVES IDENTIFIED BY EACH PARTICIPATING COLLEGE FOR THE 1975-76 ACADEMIC YEAR AND THE RESPECTIVE EVALUATION REPORTS REFLECTING THE LEVEL OF ATTAINMENT OF THOSE OBJECTIVES; (2) A DESCRIPTION OF EACH OF THE MAJOR INNOVATIVE COOPERATIVE EDUCATION PROGRAMS AND EXPERIMENTS FOR 1975-76 AND SAMPLE FORMS USED IN THOSE PROGRAMS; AND (3) POLICY RECOMMENDATIONS BASED ON THE EXPERIENCE OF THE CONSORTIUM TO DATE. CONSORTIUM NEWSLETTERS ARE APPENDED AS IS A COPY OF LEGISLATION EXTENDING THE LIFE OF THE CONSORTIUM FOR AN ADDITIONAL TWO YEARS. (JDS)
ERIC: ED136953

442 THE CALIFORNIA FARM LABOR FORCE A PROFILE APR 69
CALIFORNIA ASSEMBLY COMMITTEE ON AGRICULTURE, SACRAMENTO. ADVISORY COMMITTEE ON FARM LABOR RESEARCH.
NOTES: 278P
AGRICULTURE, MANPOWER STUDIES, LABOR, CALIFORNIA, SHORT TERM WORKERS, MEXICAN AMERICANS, ETHNIC GROUPS, LOW INCOME GROUPS, MIGRANTS
THE CALIFORNIA FARM LABOR SURVEY WAS DESIGNED AS A STUDY OF THE ECONOMIC CHARACTERISTICS OF THOSE PEOPLE WHO DO FARM WORK IN CALIFORNIA. SUCH FACTORS AS MOBILITY, EDUCATION, HOUSEHOLD STATUS AND ETHNIC GROUP HAVE BEEN CONSIDERED PRIMARILY IN THEIR RELATION TO EARNINGS. THE STUDY MAKES NO ATTEMPT TO GET AT SUCH SUBJECTIVE FACTORS AS ATTITUDES TOWARD FARM LABOR OR PARTICULAR KINDS OF WORK. (AUTHOR)
NTIS: PB-184 253 CFSTI PRICES HC$6.00 MF$0.95

443 CALIFORNIA MANPOWER, 1975-1980 DEC 75
CALIFORNIA STATE EMPLOYMENT DEVELOPMENT DEPT., SACRAMENTO.
NOTES: 54P
MANPOWER, FORECASTING, CALIFORNIA, JOB OPPORTUNITIES, NTISSLC
THE MANPOWER PROJECTIONS IN THIS REPORT HAVE BEEN DEVELOPED IN RESPONSE TO A LONG EXPRESSED NEED BY MANPOWER PLANNERS AND VOCATIONAL EDUCATORS FOR INFORMATION ON FUTURE MANPOWER REQUIREMENTS FOR OCCUPATIONS AND INDUSTRIES. INCLUDED ARE PROJECTIONS OF INDUSTRY AND OCCUPATIONAL EMPLOYMENT THAT HAVE BEEN MADE WITHIN THE FRAMEWORK OF CERTAIN BASIC NATIONAL AND STATE ECONOMIC ASSUMPTIONS. A BRIEF DESCRIPTION OF THE METHODOLOGY IS GIVEN.
NTIS: PB-267 850/6ST NTIS PRICES PC A04/MF A01

444 CALIFORNIAS PARADISE LOST 1977
FORBES, VOL.119, NO.2, JAN 15, 1977, P. 38-40.
AEROSPACE INDUSTRY, AGRICULTURE, BUDGETING, ECONOMIC PLANNING, ECONOMIC TRENDS, ECONOMICS, INCOME, MOTION PICTURE INDUSTRY, OIL INDUSTRY, POLITICS, POLLUTION, PRODUCTIVITY, STATE GOVERNMENT, TAX, UNEMPLOYMENT, UNIONS
ECONOMIC AND POLITICAL PROBLEMS HAVE CAST UNCERTAINTY OVER CALIFORNIAS FUTURE WITH UNEMPLOYMENT A MAJOR FACTOR, SMOG POLLUTION AND TAX STRUCTURE OTHER PRESSING ISSUES. EASY ECONOMIC GROWTH AS IN THE PAST NO LONGER EXISTS.
MGMT: F8R77A1538

445 CAN A MACHINE DEVELOP A CAREER A STATEMENT ABOUT THE PROCESSES OF EXPLORATION AND COMMITMENT IN CAREER DEVELOPMENT. INFORMATION SYSTEM FOR VOCATIONAL DECISIONS. PROJECT REPORT 16A. JUL 68
TIEDEMAN, DAVID V.
HARVARD UNIV., CAMBRIDGE, MASS. GRADUATE SCHOOL OF EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-1-6-061819-2240
NOTES: 34P.
CAREER CHOICE, CAREER PLANNING, COMPUTERS, DECISION MAKING, INFORMATION NETWORKS, INFORMATION SYSTEMS, MAN MACHINE SYSTEMS, OCCUPATIONAL CHOICE, OCCUPATIONS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, INFORMATION SYSTEM FOR VOCATIONAL DECISIONS
THROUGH A DESCRIPTION OF AN IMITATION CAREER, THE AUTHOR INTRODUCES THE COMPLEXITIES INVOLVED IN PROGRAMMING A MAN-MACHINE SYSTEM WHICH FACILITATES INDIVIDUALIZED CAREER DEVELOPMENT. THE INTERACTION OF MAN AND MACHINE IS PROGRAMMED. IN THE IMITATION CAREER, BECAUSE THE INDIVIDUAL DESCRIPTIONS OF EVENTS IN CAREER CHRONOLOGIES, VITAE AND ORGANIZATIONS ARE PROGRAMMED FOR COMPARISON WITH THE COMPUTERS PUBLIC DESCRIPTIONS OF THEM. THE IMITATION CAREER IS SPECIFIED AS AN INSTRUMENTALITY IN CAREER DEVELOPMENT INTO WHICH THE AUTHOR HAS INTEGRATED MOST OF THE IMPORTANT WORK ON VOCATIONAL DEVELOPMENT. THE AUTHOR INDICATES THAT MORE RESEARCH WILL PROVIDE MACHINES WHICH (1) CAN DEVELOP CAREERS FOR INDIVIDUALS IN THE SIMULATION SENSE OF IMITATION; (2) WILL DEVELOP CAREERS WITH INDIVIDUALS IN THE INSTRUMENTALITY SENSE OF IMITATION; AND (3) DEVELOP CAREERS FOR THEMSELVES IN THE ARTIFICIAL INTELLIGENCE SENSE OF IMITATION. HE CONCLUDES, HOWEVER, THAT IN ACTUALITY MACHINES DONT DEVELOP AN INDIVIDUALS CAREER, BUT ONLY HELP INDIVIDUALS UNDERSTAND THEIR CAREER DEVELOPMENT. (TL)
ERIC: ED054458

446 CAN ALAN GREENSPAN WIN 1974
ROSEN, G.R.
DUNS REVIEW, VOL.104, NO.6, DEC 1974, P. 66-69.
ECONOMIC FORECAST, ECONOMICS, FREE ENTERPRISE, GOVERNMENT POLICY, INFLATION, PUBLIC ADMINISTRATION, RECESSION, UNEMPLOYMENT
DETAILS THE VIEWS AND INSIGHTS ON ALAN GREENSPAN, CHAIRMAN OF THE PRESIDENTS COUNCIL OF ECONOMIC ADVISORS, INCLUDING HIS STRONG SUPPORT FOR FREE ENTERPRISE AND PLANS TO FIGHT INFLATION.
MGMT: DUN74L0067

447 CAN AMERICA FINANCE FUTURE PROSPERITY 1977
FREEMAN, H.B. JR.
NATIONS BUSINESS, VOL.65, NO.6, JUNE 1977, P. 58.
CAPITAL, ECONOMIC RECOVERY, ECONOMICS, FINANCE, FULL EMPLOYMENT, INFLATION, INVESTMENT, SAVINGS, STOCK, STOCK MARKET, UNEMPLOYMENT
IN ORDER TO REACH FULL EMPLOYMENT WITHOUT INFLATION, SAVING AND INVESTMENT MUST BE ENCOURAGED IN THE U.S. IN RECENT YEARS, PEOPLE HAVE STAYED AWAY FROM THE STOCK MARKET MORE THAN AT ANY OTHER TIME IN ITS HISTORY. SINCE SPECULATORS REALLY ADD LITTLE TO THE OVERALL CAPITAL STRUCTURE, WE NEED TO ENCOURAGE PEOPLE TO BEGIN INVESTING IN STABLE STOCKS, WHICH PAY OFF IN THE LONG TERM.
MGMT: NAB77F0058

448 CAN INCARCERATED KIDS LABELED DELINQUENTS AND SCHOOL FAILURES OPERATE SUCCESSFULLY IN A COMMUNITY COLLEGE SETTING W 75
SIENKO, DENNIS:SONDEGROTH, LEO
ILLINOIS CAREER EDUCATION JOURNAL:32:2:24-6
CAREER AWARENESS, COMMUNITY COLLEGES, DELINQUENT REHABILITATION, CORRECTIVE INSTITUTIONS, PROGRAM EFFECTIVENESS, REHABILITATION PROGRAMS, VOCATIONAL COUNSELING, PRISONERS, INTERINSTITUTIONAL COOPERATION, PREVOCATIONAL EDUCATION, ILLINOIS, VALLEY VIEW ILLINOIS YOUTH CENTER
THE VALLEY VIEW ILLINOIS YOUTH CENTER DEVELOPED A COMMUNITY COLLEGE PROGRAM, PREVOCATIONAL ORIENTATION AND GUIDANCE PROGRAM FOR JUVENILE OFFENDERS. STRUCTURED AROUND FOUR COMPONENTS VOCATIONAL EXPOSURE CLASSES: INDUSTRIAL FIELD TRIPS: JOB SEEKING SKILLS DEVELOPMENT SESSIONS: AND INDIVIDUAL VOCATIONAL COUNSELING. PROGRAM EFFECTIVENESS IS EVALUATED IN TERMS OF ITS INTERNAL OPERATION AND COMMUNITY ADJUSTMENT. (BP)
ERIC: EJ113666

449 CAN INDUSTRIAL ARTS FIT INTO VOCATIONAL-CAREER PROGRAMS SEP 73
PETERSON, STERLING D.
INDUSTRIAL EDUCATION:62:6:35-37
INDUSTRIAL ARTS, OPEN ENROLLMENT, WORK EXPERIENCE PROGRAMS, OCCUPATIONAL CLUSTERS, VOCATIONAL EDUCATION, COURSE CONTENT, INTERDISCIPLINARY APPROACH, EDUCATIONAL PROGRAMS, SECONDARY GRADES, MINNEAPOLIS PUBLIC SCHOOLS
ERIC: EJ083768

450 CAN REWARD AND PUNISHMENT CURE INFLATION 1976
BUSINESS WEEK, NO.2427, APRIL 12, 1976, P. 82-84.
ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, FINANCIAL ANALYSIS, FISCAL POLICY, INCENTIVES, INFLATION, LABOR MARKET, PRICE CONTROL, PRODUCTIVITY, STOCKPILING, SUPPLY AND DEMAND, TAXATION, UNEMPLOYMENT, WAGES
NEW APPROACHES TO DEALING WITH INFLATION INCLUDE NOVEL TAX INITIATIVES AND COMMODITIES STOCKPILING OR A SYSTEM OF PENALTIES OR INCENTIVES. GOOD DEMAND CONTROL IS ESSENTIAL FOR AN ENFORCED GUIDELINES SYSTEM. VARIOUS PLANS ARE SUGGESTED SUCH AS A REAL WAGE INSURANCE OR LOWERING PAYROLL OR SALES TAX FOR CHEAPER GOODS.
MGMT: BWE76G1282

451 CAN WE HAVE FULL EMPLOYMENT WITHOUT INFLATION 1976
BROWNE, R.S.
CHALLENGE, VOL.19, NO.1, MARCH-APRIL 1976, P. 61-62.
ATTITUDE, ECONOMIC PLANNING, ECONOMICS, ECONOMY, FULL EMPLOYMENT, GOVERNMENT INTERVENTION, INFLATION, PRIVATE SECTOR, UNEMPLOYMENT
THE BUSINESS SECTOR HAS NEVER JOINED IN THE CLAMOR FOR FULL EMPLOYMENT BECAUSE OF THE FEAR OF WAGE INFLATION. GOVERNMENT INTERVENTION AND ECONOMIC PLANNING MAY LEAD TO THE LOSS OF CERTAIN FREEDOMS THUS FAR ENJOYED BY AMERICANS.
MGMT: CHA76C0061-2

452 CAN WE HAVE FULL EMPLOYMENT WITHOUT INFLATION 1976
WALKER, C.
CHALLENGE, VOL.19, NO.1, MARCH-APRIL 1976, P. 60-61.
CAPITAL INVESTMENTS, CONSUMER GOODS, COST OF LIVING, ECONOMICS, INFLATION, JOB DEVELOPMENT, PARTICIPATIVE MANAGEMENT, TAX REFORM, UNEMPLOYMENT
INFLATION IS AT THE ROOT OF PRESENT SOCIO-ECONOMIC PROBLEMS. WAGES HAVE BEEN PLAYING CATCH-UP WITH PRICES. PUBLIC SERVICE JOBS SUCH AS REBUILDING THE RAILROADS AND CLEANING UP STREAMS MAY PROVIDE SOLUTIONS. TAX SYSTEM IS BIASED VERY MUCH IN FAVOR OF CONSUMPTION AGAINST INVESTMENT. LABOR AND MANAGEMENT SHOULD HAVE EQUAL POWER.
MGMT: CHA76C0060

453 CANADAS CAPITAL NEEDS: THE COMING DECADE 1974
SMITH, A.J.R.
CANADIAN BUSINESS REVIEW, VOL.1, NO.4, AUTUMN 1974, P. 22-26.
CANADA, CAPITAL INVESTMENTS, CAPITAL PROCUREMENT, CONSTRUCTION INDUSTRY, ECONOMIC GROWTH, ECONOMICS, ENERGY, INFLATION, LABOR FORCE, MANUFACTURING, QUALITY OF LIFE, RESOURCE ALLOCATION, TECHNOLOGY
OUTLINES THE NEEDS FOR CAPITAL INVESTMENT IN CANADA IN THE NEAR FUTURE AS WELL AS THE NEED TO FIND SUCH INVESTMENTS TO BE DOMESTIC ONES. URGES A QUELLING OF INFLATION AND IMPROVED RESOURCE AND MANPOWER ALLOCATION.
MGMT: C8U74R0022

454 CANADAS NORTH: A DEVELOPING FRONTIER 1974
SMITH, A.J.R.
CANADIAN BUSINESS REVIEW, VOL.1, NO.4, AUTUMN 1974, P. 29-32.
CANADA, COMMUNICATION SYSTEMS, COST OF LIVING, ECONOMICS, INCENTIVES, LABOR FORCE, MINING, RAW MATERIALS, RESEARCH AND DEVELOPMENT, RESOURCE ALLOCATION, TRANSPORTATION
EXAMINES THE ECONOMY AND THE STATE OF ECONOMIC GROWTH IN THE NORTHERN PROVINCES OF CANADA, TOGETHER WITH AN ASSESSMENT OF BARRIERS TO AND OPPORTUNITIES FOR SUSTAINED GROWTH.
MGMT: C8U74R0029

455 CANCELLED CAREERS: THE IMPACT OF REDUCTION-IN-FORCE POLICIES ON MIDDLE-AGED FEDERAL EMPLOYEES. A REPORT TO THE SPECIAL COMMITTEE ON AGING, UNITED STATES SENATE. MAY 72
HEIDBREDER, ELIZABETH M.
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE SPECIAL COMMITTEE ON AGING.
NOTES: 42P.
ADULTS, EMPLOYEE ATTITUDES, FEDERAL GOVERNMENT, GOVERNMENT ROLE, JOB LAYOFF, MIDDLE AGED, OLDER ADULTS, PERSONNEL POLICY, RETIREMENT
A STUDY, REQUESTED BY SENATE SPECIAL COMMITTEE ON AGING, TO INVESTIGATE REPORTS THAT MIDDLE-AGED FEDERAL EMPLOYEES WERE CURRENTLY BEING FORCED OUT OF GOVERNMENT AND TO DETERMINE THE NEED FOR IMMEDIATE REASSESSMENT OF PERSONNEL POLICIES, PARTICULARLY EARLY RETIREMENT POLICIES, IS PRESENTED. AVAILABILITY OF STATISTICAL DATA ON RETIREMENTS AND SEPARATIONS VARIED AMONG GOVERNMENT AGENCIES. THE CIVIL SERVICE COMMISSION WAS SOURCE OF MOST STATISTICAL DATA. INFORMATION WAS ALSO OBTAINED FROM EMPLOYEE UNION REPRESENTATIVES, INDIVIDUAL EMPLOYEES AND PUBLISHED REPORTS. UNIT HEADINGS ARE THE FEDERAL GOVERNMENT CUTS JOBS: EARLY RETIREMENT - VOLUNTARY OR INVOLUNTARY: THE POST OFFICE REORGANIZES: REDUCTIONS IN FORCE AND OLDER EMPLOYEES: TRAINING OF OLDER EMPLOYEES: CONCLUSIONS AND RECOMMENDATIONS. (AUTHOR/NF)
ERIC: ED068823 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (GPO 77-092, $.25)

456 THE CANDIDATES AND THE ECONOMY 1976
ROSEN, G.R.
DUNS REVIEW, VOL.107, NO.2, FEB 1976, P. 41-46.
ANTITRUST LAWS, ECONOMICS, ENERGY, EXTERNAL ENVIRONMENT, GOVERNMENT REGULATION, GOVERNMENT SPENDING, INFLATION, LEADERSHIP, MINIMUM WAGE, POLITICS, TAX REFORM, TRANSPORTATION, UNEMPLOYMENT, UNITED STATES
GIVES SYNOPSIS OF EACH PRESIDENTIAL CANDIDATES STAND ON THE KEY ECONOMIC ISSUES.
MGMT: DUN7680041

457 CANDY PACKER (CONFECTION) 8-05.21--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MASS PRODUCTION, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CANDY PACKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062448

458 CANDY-WRAPPING-MACHINE OPERATOR (CONFECTION) 920.885-034 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 5P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CANDY WRAPPING MACHINE OPERATOR, GATB,

(CONT.)

458 GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED061304

459 CANNERY WORKER (CAN. & PRESERV.) 529.886: CUTTER, HAND (CAN. & PRESERV.) 529.887 -- TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAY 67

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 22P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CANNERY WORKER, CUTTER, HAND, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED061327

460 CAPABILITIES OF MIDDLE-AGED AND OLDER WORKERS A SURVEY OF THE LITERATURE SUM 76

MEIER, ELIZABETH L.;KERR, ELIZABETH A.

INDUSTRIAL GERONTOLOGY;3;3;147-156

LITERATURE REVIEWS, OLDER ADULTS, ADULT LEARNING, ADULT CHARACTERISTICS, LEARNING CHARACTERISTICS, TASK PERFORMANCE, WORK ATTITUDES, JOB TRAINING, PHYSICAL CHARACTERISTICS, ADULTS

A REVIEW OF LITERATURE INCLUDING A SUMMARY OF PERTINENT STUDIES ON MIDDLE-AGED AND OLDER WORKERS IN FIVE BROAD CATEGORIES PHYSICAL CAPACITY, LEARNING ABILITY, JOB PERFORMANCE, PERFORMANCE IN TRAINING, AND WORKER ATTITUDES. (ABM)

ERIC: EJ145855

461 CAPACITOR WINDER (ELEC. EQUIP.) 726.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 68

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 14P.

APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANUFACTURING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CAPACITOR WINDER, GATB, GENERAL APTITUDE TEST BATTERY

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)

ERIC: ED065627

462 THE CAPITAL SHORTAGE: HERE TODAY, GONE TOMORROW 1976

HENDERSHOTT, P.H.

UNIVERSITY OF MICHIGAN BUSINESS REVIEW, VOL.2, NO.6, NOV 1976, P. 1-7.

CAPITAL INVESTMENTS, CAPITAL SHORTAGE, DEPRECIATION, ECONOMICS, GOVERNMENT SPENDING,

(CONT.)

462 INFLATION, INVESTMENT, LABOR FORCE, PROFIT, TAX, UNEMPLOYMENT
DEFINES AND EXAMINES THE FACTORS AFFECTING CAPITAL AVAILABILITY AND LABOR UTILIZATION.
MGMT: U4876K0001

463 CARD TENDER (ASBESTOS PROD.; TEXTILE) 6-19.031--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CARD TENDER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED070772

464 CARDER (DENTAL EQUIP.) 712.887; ASSEMBLER (DENTAL EQUIP.) 712.887--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, INDUSTRIAL TRAINING, JOB APPLICANTS, JOB SKILLS, LABORATORY EQUIPMENT, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ASSEMBLER (DENTAL EQUIPMENT), CARDER (DENTAL EQUIPMENT), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068542

465 CARDING MACHINE OPERATOR 8-27.77 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED OCCUPATIONS, CARDING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060089

466 CAREER ALTERNATIVE FOR WOMEN ROTC DEC 76
MAHAN, BEATRICE T.
VOCATIONAL GUIDANCE QUARTERLY;25:2:163-169
FEMALES, CAREER CHOICE, ARMED FORCES, MILITARY SERVICE, OFFICER PERSONNEL, COLLEGE STUDENTS, RESEARCH PROJECTS, MILITARY PERSONNEL, HIGHER EDUCATION, RESERVE OFFICER TRAINING CORPS, ROTC
DESCRIBES THE CHARACTERISTICS OF WOMEN WHO HAVE JOINED ROTC, AND IS INTENDED TO ENABLE

(CONT.)
466 COUNSELORS WORKING WITH ROTC WOMEN TO BETTER UNDERSTAND THE NEEDS AND VALUES OF THIS GROUP. POSSIBLE IMPLICATIONS FOR CIVILIAN CURRICULA ARE ALSO CONSIDERED. (AUTHOR)
ERIC: EJ153402

467 CAREER AWARENESS MINI-SEMINARS A GUIDE. 75
HACKNEY, LARRY M.;WILLIAMS, CALVIN E.
NOTES: 23P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION (CHICAGO, ILLINOIS, APRIL 11-14, 1976)
CAREER AWARENESS, CAREER PLANNING, COURSE CONTENT, GROUP GUIDANCE, GUIDES, JUNIOR COLLEGES, JUNIOR COLLEGE STUDENTS, NEEDS ASSESSMENT, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PROGRAM DEVELOPMENT, SEMINARS
THE CAREER AWARENESS MINISEMINARS ARE DESIGNED TO ASSIST COMMUNITY COLLEGE STUDENTS IN GAINING AWARENESS OF VARIOUS CAREERS AND OCCUPATIONS ASSOCIATED WITH THE COURSES THEY ARE TAKING. THESE SEMINARS ARE ESSENTIALLY GROUP CAREER GUIDANCE SESSIONS CONDUCTED COOPERATIVELY BY COUNSELORS AND INSTRUCTORS. THEY ARE CONDUCTED IN A CLASSROOM SETTING AND ARE AN INTEGRAL PART OF THE COURSE OFFERING. THE SEMINARS ARE DESIGNED AS A MEANS OF PROVIDING CAREER INFORMATION SERVICES TO STUDENTS AT THEIR CONVENIENCE RATHER THAN REQUIRING THEM TO SEEK OUT THE INFORMATION. THIS IS ESPECIALLY IMPORTANT IN EDUCATIONAL SETTINGS WHERE STUDENTS BASICALLY SPEND TIME ON CAMPUS ONLY DURING THEIR CLASS HOURS--SUCH IS THE CASE WITH COMMUTING STUDENTS. THIS PUBLICATION IS INTENDED AS A GUIDE TO DEVELOPING AND CONDUCTING CAREER AWARENESS MINISEMINARS. THE EMPHASIS IS ON THE COMMUNITY COLLEGE, BUT THE CONCEPT CAN BE USED IN SECONDARY SCHOOLS AND FOUR-YEAR COLLEGES, OR IN ANY SETTING WHERE CLIENTS ARE IN NEED OF CAREER AWARENESS SERVICES. (AUTHOR)
ERIC: ED124844

468 CAREER BEHAVIOR OF SPECIAL GROUPS. THEORY, RESEARCH AND PRACTICE. THE MERRILL SERIES IN CAREER PROGRAMS. 75
PICOU, J. STEVEN, ED.;CAMPBELL, ROBERT E., ED.
NOTES: 464P.
ACTIVISM, AMERICAN INDIANS, ASIAN AMERICANS, AURALLY HANDICAPPED, BEHAVIOR PATTERNS, BLACK COMMUNITY, CAREER OPPORTUNITIES, CAREER PLANNING, DISADVANTAGED GROUPS, FEMALES, FILIPINO AMERICANS, MANPOWER UTILIZATION, MENTALLY HANDICAPPED, MEXICAN AMERICANS, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, PHYSICALLY HANDICAPPED, PROGRAM DESCRIPTIONS, RACIAL INTEGRATION, SOCIOECONOMIC INFLUENCES
VARIOUS EXISTING THEORETICAL, EMPIRICAL, AND POLICY ISSUES REGARDING FACETS OF THE CAREER BEHAVIOR OF SPECIAL GROUPS ARE EXPLORED THROUGH A SERIES OF ESSAYS PRESENTING A VARIETY OF VIEWPOINTS. SPECIAL GROUPS ARE DEFINED AS COLLECTIVITIES OF PEOPLE SET APART FROM THE WHITE MALE MAJORITY IN TERMS OF RACE, ETHNIC GROUP, SEX, PHYSICAL DISABILITIES, RESIDENCE ORIGINS, AND COMMITMENT TO ALTERNATIVES ROLES AND VALUES. CAREER BEHAVIOR COVERS VARIOUS PROCESSES, STAGES, AND MILESTONES IN THE CAREER LIFE CYCLE. ESSAYS ARE DIVIDED INTO THE FOLLOWING SECTIONS (1) THEORETICAL ISSUES AND ALTERNATIVES, PRESENTING DATA, INFORMATION, ALTERNATIVE THEORETICAL APPROACHES, AND DIRECTIONS FOR FURTHER STUDY REGARDING STATUS ATTAINMENT OF SPECIAL GROUPS AND CAREER DEVELOPMENT; (2) SPECIAL GROUPS AND CAREER BEHAVIOR, DESCRIBING AND ANALYZING THE CAREER BEHAVIOR OF ASIAN-AMERICANS, ACTIVIST YOUTH, RURAL BLACKS, PHYSICALLY AND MENTALLY HANDICAPPED, NATIVE AMERICAN INDIANS, WOMEN, MEXICAN-AMERICANS, AND RURAL FILIPINO YOUTH; AND (3) MANPOWER, METHODOLOGY AND POLICY, PRESENTING POLICY STRATEGIES BEING UTILIZED TO AID SPECIAL GROUPS IN THEIR CAREER-RELATED PROBLEMS. IT IS SUGGESTED THAT THE DOCUMENT BE UTILIZED AS A SUPPLEMENTARY TEXT IN OCCUPATIONAL SOCIOLOGY, MINORITY-RELATIONS, VOCATIONAL PSYCHOLOGY, AND EDUCATION AND GUIDANCE COURSES. (LH)
ERIC: ED117359 CHARLES E. MERRILL PUBLISHING COMPANY, 1300 ALUM CREEK DRIVE, COLUMBUS, OHIO 43216 ($13.95)

469 CAREER CENTER RISES FROM THE DESERT F 70
SOWERS, JOHN
CONTEMPORARY INDIAN AFFAIRS;1;3;11-14
ADULT EDUCATION, AMERICAN INDIANS, COUNSELING, CULTURAL FACTORS, OCCUPATIONAL GUIDANCE, TRAINING ALLOWANCES, VOCATIONAL TRAINING CENTERS
ERIC: EJ033352

470 CAREER CONCERNS OF BLACK MANAGERS 1974
SARACHEK, B.
MANAGEMENT REVIEW, VOL.63, NO.10, OCT 1974, P. 17-24.
BLACKS, CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MINORITIES, MOTIVATION
SPECIAL PROBLEMS AND MOTIVATIONS OF NEW BLACK MANAGERS ARE DISCUSSED.
MGMT: MRE74J0017

471 CAREER COUNSELING A REVIEW OF MAJOR APPROACHES 74
CRITES, JOHN O.
COUNSELING PSYCHOLOGIST;4;3;3-12
COUNSELING THEORIES, VOCATIONAL COUNSELING, TEST INTERPRETATION, OCCUPATIONAL INFORMATION, INTERVIEWS, EDUCATIONAL DIAGNOSIS, DECISION MAKING, WORK ATTITUDES, SEX DIFFERENCES, LABOR MARKET
CRITES MAKES A MULTI-ATTRIBUTE COMPARISON OF FIVE APPROACHES TO CAREER COUNSELING (TRAIT AND FACTOR, CLIENT-CENTERED, PSYCHODYNAMIC, DEVELOPMENTAL, AND BEHAVIORAL). ATTRIBUTES DISCUSSED ARE DIAGNOSIS, PROCESS OUTCOMES, INTERVIEW TECHNIQUES, TEST INTERPRETATION,

(CONT.)

471 AND USE OF OCCUPATIONAL INFORMATION. RESPONSES BY L. VETTER, L. W. HARMON, L. JACOBS, J. L. KAPELLUSCH, T. J. MEYER, AND V. R. PORTER FOLLOW CRITES ARTICLE. (EAK)
ERIC: EJ097604

472 CAREER DEVELOPMENT AND COMMUNITY RESOURCES - HRD 364 HIGHER EDUCATION COURSE MONOGRAPH NO. 3. JUN 75
ATLAS, JOHN W.
OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. OL-31-26-74-05
NOTES: 40P.
CAREER PLANNING, COURSE DESCRIPTIONS, CURRICULUM DEVELOPMENT, GUIDES, HIGHER EDUCATION, HUMAN SERVICES, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, UNDERGRADUATE STUDY, VOCATIONAL INTERESTS, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM
THIS IS A DESCRIPTION OF A TRAINING COURSE FOR HUMAN SERVICES PERSONEL WHICH COVERS A MAJOR FUNCTION OF COMPREHENSIVE MANPOWER DEVELOPMENT PROGRAMS. CAREER DEVELOPMENT AND COMMUNITY RESOURCES IS DESIGNED TO EXPOSE THE STUDENT EXPERIENTIALLY TO A SYSTEMATIC LIVE/WORK PLANNING PROCESS, PROCEDURES IN HELPING INDIVIDUALS DETERMINE WHAT THEY WANT TO DO IN LIFE, WHERE THEY WANT TO WORK AND LIVE, AND HOW TO GET THERE. EMPHASIS IS ALSO GIVEN TO THEORETICAL POSTULATES IN CAREER DEVELOPMENT, OCCUPATIONAL OUTLOOK AND PROJECTION, AND ALTERNATIVES TO WORK/LIFE PLANNING PROCESSES. (AUTHOR)
ERIC: ED123528 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161

473 CAREER DEVELOPMENT FOR FARM EMPLOYMENT JAN 77
BENNETT, DONALD G.
RURAL ECONOMICS INST., DAVIS, CALIF.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. OL-82-11-71-25
NOTES: FINAL REPT. 58P
CAREER DEVELOPMENT, FARM MANAGEMENT, CAREER LADDERS, FRESNO COUNTY(CALIFORNIA), NTISLABPEU
THE STUDY REPORTS THE DEVELOPMENT OF AN INTERAGENCY CAREER SYSTEM FOR CALIFORNIA FARM JOBS. THE PROJECTS ORIGIN WAS THE DEVELOPMENT OF A NEW TASK RELATED JOB LADDER AND TRAINING SEQUENCES. THE SECOND PHASE WAS THE IMPLEMENTATION OF THE JOB STRUCTURE ON SIX SAMPLE FARMS. THE RESULTS WERE TWO FOLD THE DEVELOPMENT OF NEW PERMANENT AND YEAR ROUND JOBS: PLUS THE IDENTIFICATION OF NEW SKILL TRAINING SHORT COURSES AND SUPPORTIVE PERSONNEL MANAGEMENT SYSTEM. THE THIRD PHASE WAS THE IMPLEMENTATION OF THIS SYSTEM IN FRESNO COUNTY, CALIFORNIA BY THIRTEEN DIFFERENT STATE, LOCAL AND COMMUNITY BASED ORGANIZATIONS. THE EMPLOYMENT DEVELOPMENT DEPARTMENT, CETA, TITLE I AND 303 SPONSOR PROVIDE OUTREACH, REFERRAL AND JOB PLACEMENT SERVICES. THE EDD HAS DEVELOPED A NEW EMPLOYER SEMINAR PROGRAM. THE COOPERATIVE EXTENSION PROVIDES A NEW PERSONNEL MANAGEMENT FARM ADVISOR POSITION. THE COMMUNITY COLLEGES PROVIDE SHORT COURSE SKILL TRAINING CLASSES. THE POSITIVE RESULTS OF THIS PROJECT HAS PROMPTED THE EXPANSION OF THE FRESNO MODEL TO OTHER COUNTIES IN CALIF.
NTIS: PB-272 461/5ST NTIS PRICES PC A04/MF A01

474 CAREER DEVELOPMENT FOR FARM EMPLOYMENT. FINAL REPORT. JAN 77
BENNETT, DONALD G.
RURAL ECONOMICS INST., DAVIS, CALIF. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
GRANT NO. OL-A2-11-71-25
NOTES: 57P.
AGRICULTURAL LABORERS, CAREER LADDERS, DEMONSTRATION PROJECTS, EMPLOYMENT SERVICES, FARMERS, FARM MANAGEMENT, INTERAGENCY COOPERATION, JOB SKILLS, JOB TRAINING, MANAGEMENT DEVELOPMENT, MANPOWER UTILIZATION, MEXICAN AMERICANS, MIGRANT WORKER PROJECTS, MIGRANT WORKERS, PERSONNEL MANAGEMENT, PERSONNEL NEEDS, SEASONAL LABORERS, SKILL DEVELOPMENT, SKILLED WORKERS, TASK ANALYSIS, UNSKILLED WORKERS, VOCATIONAL DEVELOPMENT, CALIFORNIA
IN AN EFFORT TO LESSEN THE SOCIAL AND ECONOMIC DYSFUNCTIONS MANY CALIFORNIA FARM WORKERS SUFFER BECAUSE OF THE MIGRATORY AND SEASONAL NATURE OF THEIR JOBS, A THREE-PHASE STUDY WAS CONDUCTED TO RESEARCH, DEVELOP, AND IMPLEMENT A NEW CAREER SYSTEM FOR THE FARM WORKER. DURING THE PROJECTS FIRST PHASE, A JOB TASK ANALYSIS WAS CONDUCTED ON FOUR REPRESENTATIVE FARMS TO DEVELOP A NEW JOB STRUCTURE AND RELATED TRAINING SEQUENCES. THE JOB STRUCTURE AND TRAINING WERE IMPLEMENTED ON SIX FARMS DURING THE PROJECTS SECOND PHASE. BECAUSE OF THE LACK OF UNDERSTANDING BY FARM MANAGERS OF PERSONNEL PLANNING, THE INVESTIGATORS DEVELOPED A MANPOWER PLANNING GUIDE THAT IDENTIFIED THE MAN-HOUR REQUIREMENTS FOR EACH WORK ACTIVITY FOR 20 DIFFERENT CROPS GROWN IN CALIFORNIA. IT WAS FOUND THAT WITH PROPER MANPOWER PLANNING MANY OF THE TRADITIONALLY INTERMITTENT AND SEASONAL WORK ARRANGEMENTS COULD BE STABILIZED INTO PERMANENT AND YEAR ROUND JOBS. PHASE THREE OF THE PROJECT DEALT WITH THE DEVELOPMENT AND PROMOTION OF A NEW INTERAGENCY, COOPERATIVE AGRICULTURAL CAREER SYSTEM. AN INTERAGENCY MODEL WAS ESTABLISHED IN FRESNO COUNTY WITH COOPERATION FROM 13 STATE, LOCAL, AND COMMUNITY AGENCIES TO DELIVER NEW SERVICES IN THREE AREAS EMPLOYER EDUCATION, SHORT COURSE SKILL TRAINING FOR UNEMPLOYED AND UNDEREMPLOYED FARM WORKERS, AND EMPLOYMENT SERVICES. BECAUSE OF THE SUCCESS OF THE DEMONSTRATION MODEL, OTHER CALIFORNIA COUNTIES HAVE BEGUN THEIR OWN INTERAGENCY SERVICE FOR FARM WORKERS. (LMS)
ERIC: ED138797 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

475 CAREER DEVELOPMENT FOR THE COLLEGE STUDENT. CONCENSED EDITION. 73
CUNPHY, PHILIP W., ED.;AND OTHERS
NOTES: 128P.
CAREER AWARENESS, CAREER EDUCATION, CAREER OPPORTUNITIES, CAREER PLANNING, DECISION MAKING, EMPLOYMENT INTERVIEWS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, JOB APPLICANTS, JOB APPLICATION, OCCUPATIONAL INFORMATION, POST SECONDARY EDUCATION, RECRUITMENT, TEXTBOOKS, THEORIES, VOCATIONAL ADJUSTMENT
THE BOOK IS INTENDED BY THE AUTHORS TO BE USED AS A TEXT FOR A COLLEGE-LEVEL COURSE IN CAREER DEVELOPMENT: THEIR SUGGESTION IS THAT THE COURSE BE OFFERED IN THE FIRST YEAR, ESPECIALLY IN SCHOOLS OPERATING A PROGRAM OF COOPERATIVE EDUCATION, AND THAT THE COURSE COVER THE GENERAL THEORY OF CAREER DEVELOPMENT, THE PREPARATION OF A RESUME TO BE KEPT UPDATED, AND AN INTRODUCTION TO ACADEMIC AND OCCUPATIONAL INFORMATION. ESSENTIALLY, THE TEXT IS AN ATTEMPT TO RECONCILE MANY PREVIOUS THEORIES INTO A CURRENTLY APPLICABLE THEORY OF CAREER PLANNING AND DEVELOPMENT. A NEW, CONDENSED EDITION, THE TEXT REFLECTS THE ACCEPTED FACT OF RAPID CHANGE IN OUR INDUSTRIAL, COMMERCIAL, AND GOVERNMENTAL ACTIVITIES BY STRESSING THE PRINCIPLE THAT AN EFFECTIVE APPROACH TO CAREER DEVELOPMENT MUST ALLOW FOR CHANGE AS A CONSTANT. THE SECTION ON OCCUPATIONAL INFORMATION HAS BEEN COMPRESSED INTO A KIND OF OUTLINE SURVEY WHICH WILL PERMIT FREQUENT UPDATING. THE FIRST TWO SECTIONS OF THE BOOK, DEALING WITH CAREER THEORY AND WITH AREAS OF OPPORTUNITY, ARE COMPRISED OF TWO CHAPTERS EACH: THE THIRD, LONGEST SECTION DEALS WITH TECHNIQUES FOR CAREER IMPLEMENTATION, INCLUDING RESUMES AND LETTERS, INTERVIEWS, AND CAREER ADJUSTMENT. APPENDED MATERIALS OFFER INFORMATION ON JOB SATISFACTION, TESTS AND TESTING, AND SALARIES. (AJ)
ERIC: ED105108 THE CARROLL PRESS, 43 SQUANTUM STREET, CRANSTON, RHODE ISLAND 02920 ($3.75)

476 CAREER DEVELOPMENT FOR WOMEN AN AFFIRMATIVE ACTION FIRST MAY 76
KAY, JANICE
TRAINING AND DEVELOPMENT JOURNAL:30:5:22-4
VOCATIONAL DEVELOPMENT, PILOT PROJECTS, FEMALES, PROGRAM DESCRIPTIONS, AFFIRMATIVE ACTION, FEDERAL LEGISLATION, COURSE CONTENT, PROGRAM DEVELOPMENT, GOVERNMENT EMPLOYEES, WASHINGTON(STATE), AFFIRMATIVE ACTION ACT (1972)
THE STATE OF WASHINGTON HAS EMBARKED ON A PILOT PROJECT THAT MEETS THE REQUIREMENTS OF THE REVISED 1972 AFFIRMATIVE ACTION ACT (WHICH STIPULATES THAT EMPLOYERS MUST DEVELOP CAREER COUNSELING AND REMEDIAL TRAINING PROGRAMS FOR EMPLOYEES) BY INITIATING A CAREER DEVELOPMENT PROJECT FOR WOMEN THROUGH ITS CIVIL SERVICE COMMISSION. (AUTHOR/BP)
ERIC: EJ137513

477 CAREER DEVELOPMENT NEEDS OF WOMEN. SURVEY. MAY 75
ECONOMIC AND SOCIAL OPPORTUNITIES, INC., SAN JOSE, CALIF. METROPOLITAN ADULT EDUCATION PROGRAM, SAN JOSE, CALIF.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; SAN JOSE UNIFIED SCHOOL DISTRICT, CALIF.
GRANT NO. OEG-0-74-1722
NOTES: 83P.
ADULT EDUCATION, ADULTS, CAREER CHOICE, CAREER EDUCATION, EDUCATIONAL NEEDS, FEMALES, LABOR FORCE NONPARTICIPANTS, NEEDS ASSESSMENT, OCCUPATIONAL ASPIRATION, PROGRAM DEVELOPMENT, SELF CONCEPT, STATISTICAL DATA, STATISTICAL SURVEYS, SURVEYS, VOCATIONAL DEVELOPMENT, WORKING WOMEN, CALIFORNIA (SAN JOSE)
A SURVEY WAS CONDUCTED TO DEFINE THE CAREER DEVELOPMENT NEEDS OF WOMEN IN FIVE SCHOOL DISTRICTS WHICH FORM THE METROPOLITAN ADULT EDUCATION PROGRAM (MAEP) AREA (SAN JOSE, CALIFORNIA). (THE SURVEY WAS A FIRST STEP IN A PROJECT TO DEMONSTRATE THE TRANSFERABILITY OF EXISTING CAREER DEVELOPMENT PROGRAMS FROM OTHER SCHOOL AREAS TO DESIGNATED NEED POPULATIONS WITHIN THE MAEP AREA.) A RANDOM SAMPLE OF 320 WOMEN WERE INTERVIEWED. THEIR RESPONSES COMPRISED SURVEY I. AN ADDITIONAL 41 WOMEN WERE SURVEYED BY TELEPHONE. THESE INTERVIEWS COMPRISED SURVEY II. QUESTIONS ASKED IN THE SURVEY ATTEMPTED TO ASSESS THE IDENTIFICATION OF WOMEN WITH OCCUPATIONAL CHOICE, RECOGNITION BY WOMEN THAT ANY WOMAN MAY NEED TO WORK, PREPARATION ALREADY MADE FOR WORK OUTSIDE THE HOME, AND SELF-IDENTIFIED CAREER DEVELOPMENT NEEDS. PRIORITY CAREER DEVELOPMENT NEEDS THAT WERE IDENTIFIED INCLUDE THE FOLLOWING WOMEN WANT AND NEED TO CONTINUE LEARNING; WOMEN NEED TO BECOME MORE REALISTIC ABOUT THEIR FUTURE LIFE SITUATIONS; WOMEN NEED TO LEARN HOW TO MAKE CAREER RELATED DECISIONS; THEY NEED MORE CAREER INFORMATION AND SUPPORTIVE SERVICES IN ORDER TO CONTINUE THEIR EDUCATION; THEY DESIRE A PERSONALIZED ATMOSPHERE IN CONTINUING EDUCATION COURSES; AND SOME WOMEN (WIDELY SCATTERED) NEED CITIZENSHIP CLASSES. THE REPORT CONTAINS GENERAL FINDINGS OF SURVEY I AND SURVEY II INCLUDING, CONCLUSIONS, PERSONAL CHARACTERISTICS, CAREER STATUS, AND PREFERENCES. FINDINGS OF SURVEY I ARE ALSO REPORTED BY DISTRICT. AN APPENDIX CONTAINS THE SURVEY INSTRUMENT, RANDOM WALK INSTRUCTIONS, A TABLE ON SELECTED CHARACTERISTICS OF SAMPLE CENSUS TRACTS, AND CENSUS TRACT DATA. (TA)
ERIC: ED134796

478 CAREER DEVELOPMENT OF MEN AT MID-LIFE DEC 76
MURPHY, PATRICK P.;BURCK, HARMAN D.
JOURNAL OF VOCATIONAL BEHAVIOR:9:3:337-342
MALES, VOCATIONAL DEVELOPMENT, CAREER CHOICE, MIDDLE AGED, EMPLOYMENT PATTERNS, VOCATIONAL COUNSELING, STATE OF THE ART REVIEWS, DEVELOPMENTAL GUIDANCE, PERSONAL GROWTH, MID LIFE
A DEFINITION OF A DEVELOPMENTAL STAGE IS OFFERED AND FINDINGS FROM RECENT STUDIES OF MALE MIDDLESCENCE ARE EXAMINED FOR INDICATIONS OF THE PRESENCE OF SUCH A STAGE. THE IMPLICATIONS FOR CAREER DEVELOPMENT THEORY AND COUNSELING PRACTICE ARISING FROM THE

(CONT.)
478 ACCEPTANCE OF THIS STAGE ARE DISCUSSED. (AUTHOR)
ERIC: ED149950

479 A CAREER DEVELOPMENT PLAN FOR COMMUNITY ACTION AGENCIES. MAY 68
GARTNER, ALAN;JONES, NINA
NEW YORK UNIV., N.Y. NEW CAREERS DEVELOPMENT CENTER.
NOTES: 33P.
COMMUNITY ACTION, COMMUNITY AGENCIES (PUBLIC), EDUCATIONAL OPPORTUNITIES, FEDERAL AID, FINANCIAL SUPPORT, JOB DEVELOPMENT, MODELS, NONPROFESSIONAL PERSONNEL, OCCUPATIONAL MOBILITY, SYSTEMS ANALYSIS, WORK EXPERIENCE, NEW CAREERS
A SYSTEM FOR CAREER ADVANCEMENT IN THE COMMUNITY ACTION AGENCY MUST BE BASED ON THE FUNDAMENTAL PRINCIPLE THAT IT IS THE RESPONSIBILITY OF THE COMMUNITY ACTION AGENCY TO DEVELOP THE FULL POTENTIAL OF THE NONPROFESSIONAL STAFF. THE AGENCY MUST TAKE THE INITIATIVE ON SEVERAL ASPECTS OF ITS POLICY AND PROGRAM. NONPROFESSIONAL EMPLOYEES MUST BE ABLE TO GAIN A VARIETY OF TYPES OF WORK EXPERIENCE -- FOR EXAMPLE, THE NEIGHBORHOOD WORKER MUST BE ABLE TO WORK AT SUPERVISION OF OTHER NEIGHBORHOOD WORKERS, AS A COUNSELOR IN A JOB CORPS CENTER, AND AS A COORDINATOR OF HOME HEALTH AIDES. THE NONPROFESSIONALS SHOULD HAVE EASY MOBILITY BETWEEN COMPONENT PROGRAMS. THE AGENCY SHOULD SEEK OUT, OR PLAN THEMSELVES FOR, OPPORTUNITIES FOR FURTHER EDUCATION FOR NONPROFESSIONAL EMPLOYEES, PERHAPS THROUGH USE OF A LOCAL COMMUNITY COLLEGE OR CORRESPONDENCE STUDY. IT IS POSSIBLE FOR THE AGENCY TO SEEK FURTHER FINANCING, OR TO RESTRUCTURE CURRENT USE OF FUNDS, TO COVER THE MODEST COSTS OF ENCOURAGING CAREER ADVANCEMENT. THE DEVELOPMENT OF VIABLE CAREER OPPORTUNITIES WITHIN THE NEIGHBORHOOD SERVICE SYSTEM, AS WELL AS INTO THE MORE TRADITIONAL AREAS, WOULD GO FAR TO BRING THE SYSTEM INTO BROAD PRACTICE. (MF)
ERIC: ED039471

480 CAREER DEVELOPMENT PLANNING WORKBOOK FOR OEO-CAP PROJECT UPREACH. SEP 69
NATIONAL INST. FOR NEW CAREERS, WASHINGTON, D.C. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. COMMUNITY ACTION PROGRAM.
CONTRACT NO. 399-5013
NOTES: 147P.
ACTION PROGRAMS (COMMUNITY), AGENCY ROLE, CAREER OPPORTUNITIES, COMMUNITY ACTION, ECONOMICALLY DISADVANTAGED, MANPOWER DEVELOPMENT, PROGRAM GUIDES, SOCIAL RESPONSIBILITY, VOCATIONAL DEVELOPMENT, WORKBOOKS
THIS PLANNING WORKBOOK IS THE FIRST OF ITS KIND, WRITTEN IN 1969 TO EXPLAIN THE PROCESS OF CAREER DEVELOPMENT AND TO HELP AGENCIES PUT THE PROCESS INTO PRACTICE. THIS GUIDE IS DIVIDED INTO THE FOLLOWING SECTIONS (1) THE NEED FOR OEO/CAP CAREER DEVELOPMENT; (2) THE CAREER DEVELOPMENT PROCESS (TASK IDENTIFICATION, FUNCTIONAL JOB ANALYSIS, INSTITUTIONALIZING CAREER DEVELOPMENT, DEVELOPMENT OF CAREER LADDERS, TRAINING AND EDUCATION, SELECTION AND RECRUITMENT, TRAINING AND SUPPORTIVE SERVICES, INVOLVEMENT OF OTHER RESOURCES, AND BUDGET AND FINANCE); (3) CAREER DEVELOPMENT IN OEO/CAP AN AGENCY DEVELOPMENTAL PROCESS; (4) MILESTONES FOR IMPLEMENTATION--THE GENERAL PROCEDURAL MODEL; AND (5) TOOLS FOR PLANNING, IMPLEMENTATION, AND EVALUATION OF PERFORMANCE. ALSO INCLUDED ARE AN INTRODUCTION, RESOURCE MATERIALS (CAREER DEVELOPMENT FOR PROGRAM ASSISTANTS, THE TRAINING COMPONENT, EVALUATING PERFORMANCE AND PROGRESS), REFERENCES, AND TASK COMPLETION FORMS AND BLANK PLANNING CHARTS. (AUTHOR/JLL)
ERIC: ED142918

481 CAREER DEVELOPMENT. PART 2. CIVILIAN CAREERS. VOLUME 1. 1964-1975 (A BIBLIOGRAPHY WITH ABSTRACTS) MAR 77
SHONYO, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-75 227P
BIBLIOGRAPHIES, PERSONNEL DEVELOPMENT, CIVILIAN PERSONNEL, CAREER DEVELOPMENT, CAREER LADDERS, NTISNTIS
THE BIBLIOGRAPHY CITES REFERENCES ON STUDIES IN CAREER TRAINING AND EDUCATION FOR SPECIFIC CAREERS IN THE CIVILIAN SECTOR. REPORTS ON CAREER GUIDANCE ARE INCLUDED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 222 ABSTRACTS, NONE OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0136/0ST NTIS PRICES PC N01/MF N01

482 CAREER DEVELOPMENT. PART 2. CIVILIAN CAREERS. VOLUME 2. 1976-FEBRUARY 1977 (A BIBLIOGRAPHY WITH ABSTRACTS) MAR 77
SHONYO, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1976-FEB 77 95P
PERSONNEL DEVELOPMENT, BIBLIOGRAPHIES, CIVILIAN PERSONNEL, CAREER DEVELOPMENT, CAREER LADDERS, NTISNTIS
THE BIBLIOGRAPHY CITES REFERENCES ON STUDIES IN CAREER TRAINING AND EDUCATION FOR SPECIFIC CAREERS IN THE CIVILIAN SECTOR. REPORTS ON CAREER GUIDANCE ARE INCLUDED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 90 ABSTRACTS, 67 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0137/8ST NTIS PRICES PC N01/MF N01

483 CAREER EDUCATION A CALL FOR ACTION JUN 77
LESHER, RICHARD L.
TRAINING AND DEVELOPMENT JOURNAL: 31:6:14-17
CAREER EDUCATION, BUSINESS RESPONSIBILITY, WORK EXPERIENCE PROGRAMS, EDUCATIONAL

(CONT.)

493 DEVELOPMENT, COOPERATIVE PLANNING, SCHOOL COMMUNITY COOPERATION, SCHOOL INDUSTRY RELATIONSHIP, NATIONAL ORGANIZATIONS
DISCUSSES THE NECESSITY FOR GREATER COOPERATION BETWEEN THE BUSINESS WORLD AND THE SCHOOLS AND CITES SEVERAL NATIONWIDE EXAMPLES OF PLACES WHERE CAREER EDUCATION HAS SUCCEEDED. STRESSES THAT UNITED STATES CHAMBER OF COMMERCE IS COMMITED TO BREAKING DOWN THE ARTIFICIAL WALLS THAT SEPARATE THE WORLDS OF WORK AND EDUCATION. (LAS)
ERIC: EJ160118

484 CAREER EDUCATION A LABOR VIEW SEP 74
DAVIS, WALTER G.:SESSIONS, JOHN A.
EDUCATIONAL TECHNOLOGY:14:9:27-28
CAREER EDUCATION, LABOR UNIONS, OCCUPATIONAL GUIDANCE, CAREER PLANNING, CAREER CHANGE, LABOR MARKET, AMERICAN FEDERAL OF LABOR, CONGRESS OF INDUSTRIAL ORGANIZATIONS, AFL-CIO
LABOR UNION CONCERNS ABOUT CAREER EDUCATION. (HB)
ERIC: EJ104590

485 CAREER EDUCATION AND SELF CONCEPT A MEDIAN PERSPECTIVE FEB 77
FRANKLIN, BARRY M.
TEACHERS COLLEGE RECORD:78:3:385-97
SELF CONCEPT, CAREER EDUCATION, VOCATIONAL EDUCATION, SOCIALIZATION, VOCATIONAL DEVELOPMENT, PARTICIPANT SATISFACTION, JOB TRAINING, EMPLOYMENT, SUPER (DONALD), MEAD (GEORGE HERBERT)
THIS PAPER ARGUES THAT EMBEDDED IN THE THEORETICAL ROOTS OF CAREER EDUCATION IS A CONCEPTION OF SOCIALIZATION AS THE ADJUSTMENT OF THE INDIVIDUAL TO THE EXISTING SOCIAL AND ECONOMIC ORDER. (MM)
ERIC: EJ163120

486 CAREER EDUCATION FOR OLDER PEOPLE OCT 76
SHEPPARD, H. ALAN
EDUCATIONAL GERONTOLOGY:1:4:399-412
OLDER ADULTS, CAREER EDUCATION, VOCATIONAL COUNSELING, EMPLOYMENT PROBLEMS, RETIREMENT, VOCATIONAL RETRAINING, SENIOR CITIZENS, EDUCATIONAL GERONTOLOGY, STATE OF THE ART REVIEWS, CAREER CHANGE, HUMAN SERVICES
CAREER EDUCATION DIRECTED AT TRAINING OLDER PEOPLE TO WORK IN HUMAN SERVICES, IS VIEWED AS A VIABLE CONCEPT. IT CAN HELP OLDER ADULTS RETIRE TO RATHER THAN RETIRE FROM AND HELP THEM HELP THEMSELVES, THEIR PEERS, AND OTHERS. THIS PAPER ENCOURAGES NEW AND/OR SECOND CAREERS FOR MANY OLDER PEOPLE. (AUTHOR)
ERIC: EJ146177

487 CAREER EDUCATION IN HOME ECONOMICS. 73
CHANNELS, VERA Y.:KUPSINEL, PENELOPE E.
NOTES: 245P.
CAREER EDUCATION, CAREER OPPORTUNITIES, CAREER PLANNING, COLLEGE STUDENTS, CONTINUOUS LEARNING, HIGH SCHOOL STUDENTS, HOME ECONOMICS EDUCATION, HOME ECONOMICS SKILLS, HOME ECONOMICS TEACHERS, INDEPENDENT STUDY, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL HOME ECONOMICS, OCCUPATIONAL INFORMATION, TEACHING GUIDES, TEACHING METHODS, TEXTBOOKS, VOCATIONAL COUNSELING
THE DOCUMENT IS DESIGNED TO SHOW THE COLLEGE STUDENT IN HOME ECONOMICS EDUCATION HOW CAREER EDUCATION MUST BE AN INTEGRAL PART OF LEARNING AND HOW HOME ECONOMICS SUBJECTS ARE IDEAL VEHICLES FOR HELPING THE HIGH SCHOOL STUDENT LEARN ABOUT CAREERS AND FIND SOME WAYS OF TESTING APTITUDE AND INTEREST. THE BOOK MAY ALSO BE ADAPTED FOR INDIVIDUAL STUDY IN HOME ECONOMICS CAREER EDUCATION OR AS A BASE OF A SECTION OF HOME ECONOMICS EDUCATION METHODS COURSES. THE DOCUMENT EXAMINES THE FUTURE WORLD OF WORK AND DEFINES CAREER EDUCATION AND ITS TERMINOLOGY. FAMILY STYLES AND TYPES OF HOMES ARE DISCUSSED. A CHAPTER IS DEVOTED TO TEACHING METHODS INCOPPORATING CAREER EDUCATION. SUBSEQUENT CHAPTERS APPLY A CAREER EMPHASIS TO THE SUBJECT AREAS OF HUMAN DEVELOPMENT AND THE FAMILY, HOME MANAGEMENT AND FAMILY ECONOMICS, FOOD AND NUTRITION, TEXTILES AND CLOTHING, AND HOUSING AND INTERIOR DESIGN. THE CONCLUDING CHAPTER DISCUSSES CONTINUING EDUCATION FOR CAREERS. EACH CHAPTER CONTAINS A LIST OF THINGS TO DO OR A LIST OF QUESTIONS FOR DISCUSSION TOGETHER WITH REFERENCES. (ILLUSTRATIONS AND A 61-ITEM BIBLIOGRAPHY ARE INCLUDED.) (KP)
ERIC: ED091529 INTERSTATE PRINTERS + PUBLISHERS, INC., JACKSON AT VAN BUREN, DANVILLE, ILLINOIS 61832 (MC $4.95)

488 CAREER EDUCATION STARTER KIT A STUDENT-CENTERED TEACHING MANUAL. 73
ELLENBERG, NORMAN L.
NOTES: 112P.
CAREER EDUCATION, CAREER PLANNING, CURRICULUM GUIDES, DEVELOPMENTAL GUIDANCE, GUIDANCE, INSTRUCTIONAL MATERIALS, JOB MARKET, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, SECONDARY GRADES, SELF EVALUATION, STUDENT CENTERED CURRICULUM, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, WORK ATTITUDES
THIS INFORMAL MANUAL WAS DESIGNED TO REINFORCE THE COUNSELORS EFFORTS IN CAREER EDUCATION GUIDANCE BY OFFERING THE STUDENT MATERIALS THAT ARE REALISTIC AND CURRENT. THE STUDENT IS EXPECTED TO ACCEPT MUCH RESPONSIBILITY FOR HIS CAREER AND LIFESTYLE DEVELOPMENT THROUGH ACTIVITIES AND QUESTIONNAIRES. PART ONE IS DIRECTED TOWARD SELF-EVALUATION UTILIZING A PERSONAL INVENTORY CHECKLIST. PART TWO OFFERS A QUICK SURVEY OF THE WORKING WORLD, DISCUSSING MONETARY FACTORS, VALUES, AND THE REWARDS OF WORK. PART THREE OFFERS A DEEPER LOOK INTO THE WORKING WORLD CONSIDERING THE FOLLOWING TOPICS (1) RESEARCHING HOW OTHERS DECIDE ON THEIR LIFE WORK, (2) AN INSIDER LOOKS AT HIS

(CONT.)

488 OCCUPATION--THE PRIVATE LANGUAGE--JARGON, (3) FORMAL AND INFORMAL ASPECTS OF OCCUPATIONS, (4) TRACING AN OCCUPATIONAL CLUSTER, (5) HOW OCCUPATIONS FIT IN, AND (6) JOB FACTORS SUCH AS UNION MEMBERSHIP, HIGH-RISK CAREERS, ETC. PART FOUR DEALS WITH CURRENT CHANGES IN WORK ATTITUDES SUCH AS MALE-VERSUS-FEMALE JOB ATTITUDES, SIGNIFICANCE OF PART-TIME JOBS IN CAREER DEVELOPMENT, JOB OBSOLESCENCE, HOMEMAKING AS A CAREER, THE SPECIFICS OF JOB-HUNTING, AND THE SIGNIFICANCE OF JOB-SATISFACTION. A 14-PAGE REFERENCE AND RESOURCE LIST COMPLETES THE DOCUMENT. (MW)
ERIC: ED095388 EDUCATIONAL PROPERTIES INCORPORATED, 3303 HARBOR BOULEVARD, SUITE H-6, COSTA MESA, CALIFORNIA 92626 (1-10 COPIES, $7.95 EA., 11-25 COPIES, $5.25 EA., 26 OR MORE, $2.50 EA.)

489 CAREER EDUCATION, THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 AND THE SPANISH SPEAKING. 74
DE LOS SANTOS, ALFREDO, JR.
NOTES: 14P.; FOR RELATED DOCUMENTS, SEE RC 008 067-068; RC 003 070-072
BILINGUALISM, CAREER EDUCATION, DEFINITIONS, EDUCATIONAL FINANCE, EDUCATIONAL PHILOSOPHY, FEDERAL LEGISLATION, HIGHER EDUCATION, MODELS, PROGRAM DEVELOPMENT, SPANISH SPEAKING, VOCATIONAL EDUCATION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973
IDEAS, COMMENTS, AND POINTS MADE BY THE PARTICIPANTS AT THE SYMPOSIUM FOR BILINGUAL-BICULTURAL MANPOWER DEVELOPMENT ARE INCLUDED IN THIS PAPER. SOME BASIC INFORMATION ABOUT CAREER EDUCATION (ITS PHILOSOPHY, DEFINITIONS, AND MODELS) ARE OUTLINED. THE MODELS SHOW THE 3 MAIN PHASES IN THE CAREER PROCESS AWARENESS, ORIENTATION AND EXPLORATION, AND PREPARATION. SOME ISSUES PERTAINING TO THE IMPLEMENTATION OF THE CAREER EDUCATION CONCEPT AND THE PROVISIONS OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA) FOR IMPLEMENTING CAREER EDUCATION MODELS TO BETTER SERVE THE SPANISH SPEAKING ARE DISCUSSED. ISSUES, PARTICULARLY AS THEY RELATE TO THE PROBLEMS OF THE SPANISH SPEAKING STUDENT IN HIGHER EDUCATION, ARE THE CAREER EDUCATION DEFINITION; ITS FINANCING; CURRICULUM DEVELOPMENT AND ARTICULATION; THE NEED FOR IN-SERVICE TRAINING FOR PRESENT PROFESSIONAL STAFF; AND THE LACK OF INSTRUCTIONAL MATERIALS. THREE BASIC RECOMMENDATIONS ARE THE SECRETARY OF LABOR SHOULD FUND A BILINGUAL, K-16 CAREER EDUCATION MODEL, AS AUTHORIZED UNDER TITLE III OF CETA 73, TO SERVE THE SPANISH SPEAKING; CETA 73 FUNDS SHOULD BE USED TO PROVIDE EDUCATIONAL OPPORTUNITIES TO THE SPANISH SPEAKING TO STAFF PROGRAMS WHICH WILL PRIMARILY SERVE THEM; AND AGENCIES/ORGANIZATIONS/INSTITUTIONS THAT ARE CHARGED WITH IMPLEMENTATION THE FIRST 2 RECOMMENDATIONS SHOULD BE GIVEN THE RESPONSIBILITY AND RESOURCES TO DEVELOP BILINGUAL MATERIALS FOR YOUNGSTERS AND ADULTS. (NQ)
ERIC: ED096041 NOT AVAILABLE SEPARATELY, SEE RC 008 067

490 CAREER EDUCATION--FEMININE VERSION. OCT 73
SIMPSON, ELIZABETH J.
TECHNICAL EDUCATION RESEARCH CENTER, WASHINGTON, D.C. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF EDUCATIONAL SYSTEMS DEVELOPMENT.; NORTH CAROLINA STATE UNIV., RALEIGH. CENTER FOR OCCUPATIONAL EDUCATION.
NOTES: 10P.; PAPER PRESENTED AT THE REGIONAL SEMINAR/WORKSHOP ON WOMEN IN THE WORLD OF WORK (STILLWATER, OKLAHOMA, OCTOBER 29-30, 1973)
CAREER CHOICE, CAREER EDUCATION, CURRICULUM DEVELOPMENT, EDUCATIONAL CHANGE, EMPLOYMENT OPPORTUNITIES, EQUAL EDUCATION, FEMALES, SOCIAL CHANGE, SPEECHES
THE AUTHOR, CHIEF, CURRICULUM DEVELOPMENT BRANCH, DIVISION OF RESEARCH AND DEMONSTRATION, BUREAU OF OCCUPATIONAL AND ADULT EDUCATION, USOE, OFFERS SEVERAL SPECIFIC STEPS WHICH NEED TO BE TAKEN IN ORDER TO IMPROVE CAREER EDUCATION FOR WOMEN (1) FROM PRESCHOOL ON, FEMALES SHOULD BE ENCOURAGED TO PURSUE THEIR OWN INTELLECTUAL INTERESTS; (2) EMPLOYED WOMEN FROM A WIDE VARIETY OF OCCUPATIONAL FIELDS SHOULD SERVE AS RESOURCE PERSONS; (3) NEW STUDENT TEXT MATERIALS WHICH INCLUDE A VARIETY OF LIFE STYLES AND ROLES, INCLUDING A VARIETY OF OCCUPATIONAL ROLES FOR WOMEN, SHOULD BE DEVELOPED AND TESTED; (4) COUNSELORS SHOULD BE MADE MORE AWARE OF THE SIGNIFICANT ROLE THAT THEY CAN PLAY IN HELPING GIRLS DEVELOP THEIR POTENTIAL FOR EMPLOYMENT; (5) ALL TRAINING PROGRAMS SHOULD INCLUDE OPPORTUNITIES TO PREPARE FOR THE DUAL ROLE OF HOMEMAKER-WAGE EARNER; AND (6) ALTERNATIVES AND SUPPLEMENTS TO IN-SCHOOL INSTRUCTIONAL PROGRAMS SHOULD BE DEVELOPED TO EXPAND TRAINING OPTIONS AND OPPORTUNITIES FOR BOTH SEXES. PERMEATING ALL CAREER EDUCATION PROGRAMS SHOULD BE A CONCERN FOR MORAL AND ETHICAL VALUES AS THEY RELATE TO OCCUPATIONAL CHOICE, JOB PERFORMANCE, AND RELATED LIFE STYLE. (AUTHOR/PC)
ERIC: ED109564 NOT AVAILABLE SEPARATELY; SEE CG 009 968

491 CAREER EXPLORATION WORKSHOP FOR WOMEN LEADERS MANUAL. 74
MCCOY, VIVIAN;CASSELL, PHYLLIS
KANSAS UNIV., LAWRENCE, DIV. OF CONTINUING EDUCATION.
NOTES: 134P.; FOR PARTICIPANTS MANUAL, SEE CE 001 229
CAREER CHOICE, CAREER PLANNING, DECISION MAKING, DECISION MAKING SKILLS, FAMILY INFLUENCE, FEMALES, INDIVIDUAL DEVELOPMENT, LEADERS GUIDES, LEARNING ACTIVITIES, MEASUREMENT INSTRUMENTS, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, ROLE PERCEPTION, SELF ACTUALIZATION, SELF EVALUATION, VOCATIONAL DEVELOPMENT, VOCATIONAL INTERESTS, VOCATIONAL MATURITY, WOMENS EDUCATION, WORKSHOPS, CAREER EXPLORATION
THE CAREER EDUCATION FOR WOMEN WORKSHOP IS DIVIDED INTO SIX THREE-HOUR SESSIONS; THE LEADERS MANUAL DUPLICATES THE PARTICIPANTS, WITH THE ADDITION OF SUGGESTED PROCEDURES AND APPROPRIATE REMARKS, AND A LISTING OF SOURCES FOR MATERIALS. ALTHOUGH THE LEADER IS ENCOURAGED TO ADAPT THE PRESENTATIONS, THE BASIC ORDER OF THE WORKSHOP SHOULD BE RETAINED, AS IT IS PLANNED TO HELP A PARTICIPANT PROGRESS FROM AWARENESS TO EXPLORATION, REALITY-TESTING, DECISION-MAKING, AND ACTION. EACH SESSION HAS SEVERAL OBJECTIVES,

(CONT.)
491 FOCUSES ON MORE THAN ONE AREA OF PERSONAL AND CAREER DEVELOPMENT, AND UTILIZES A WIDE VARIETY OF TEACHING AND SELF-EXPLORATORY TECHNIQUES, SUCH AS FILMS, ROLE-PLAYING, INVENTORIES, READINGS, EXERCISES, AND DISCUSSION. ASSIGNMENTS TO BE CARRIED OUT BETWEEN SESSIONS ARE INTRODUCED, AND LATER, ANALYZED AND UTILIZED. FOLLOWING IS AN EXAMPLE OF AT LEAST ONE MAJOR OBJECTIVE FOR EACH OF THE SIX SESSIONS (1) TO EXAMINE SCRIPTING AND TO PRACTICE STRATEGIES FOR SURMOUNTING ROADBLOCKS TO CAREER CHOICE, (2) TO ANALYZE PERSONAL STRATEGIES FOR BALANCING HOME AND JOB RESPONSIBILITIES AND TO BEGIN LIFE-PLANNING, (3) TO TEST INDIVIDUAL LIKES AND DISLIKES ABOUT THE WORK ENVIRONMENT AND EXAMINE ITS IMPACT, (4) TO IDENTIFY JOB PREFERENCES AND COMPETENCIES, (5) TO RESEARCH THREE OCCUPATIONS, AND (6) TO ESTABLISH TIMELINES. (AUTHOR/AJ)
ERIC: ED103630 STUDENT SERVICES, DIVISION OF CONTINUING EDUCATION, DIVISION OF CONTINUING EDUCATION BUILDING, UNIVERSITY OF KANSAS, LAWRENCE, KANSAS 66045 ($10.35 PLUS $0.36 POSTAGE AND HANDLING)

492 CAREER EXPLORATION WORKSHOP FOR WOMEN PARTICIPANTS PERSONAL PORTFOLIO. 74
MCCOY, VIVIAN;CASSELL, PHYLLIS
KANSAS UNIV., LAWRENCE. DIV. OF CONTINUING EDUCATION.
NOTES: 104P.; FOR LEADERS MANUAL, SEE CE 003 228
CAREER CHOICE, CAREER PLANNING, DECISION MAKING, DECISION MAKING SKILLS, FAMILY INFLUENCE, FEMALES, INDIVIDUAL DEVELOPMENT, LEARNING ACTIVITIES, MANUALS, MEASUREMENT INSTRUMENTS, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, ROLE PERCEPTION, SELF ACTUALIZATION, SELF EVALUATION, VOCATIONAL DEVELOPMENT, VOCATIONAL INTERESTS, VOCATIONAL MATURITY, WOMENS EDUCATION, WORKSHOPS, CAREER EXPLORATION
THE PARTICIPANTS PORTFOLIO CONTAINS A WIDE AND RICH VARIETY OF RESOURCE MATERIALS, TESTS, EXERCISES, AND ACTIVITIES DESIGNED TO PROVIDE AN ORDERLY PROCESS FOR SELF-UNDERSTANDING AND AN UNDERSTANDING OF THE WORLD OF WORK, IN A SIX-SESSION CAREER WORKSHOP FOR WOMEN. MOVING STEP-BY-STEP THROUGH THE WORKSHOP SESSIONS AND THROUGH BETWEEN-SESSION ASSIGNMENTS SHOULD HELP THE PARTICIPANT TO (1) GAIN A CLEAR PICTURE OF AFFIRMING LIFE EXPERIENCES ON WHICH TO BUILD HER OCCUPATIONAL CHOICE; (2) INVOLVE FAMILY AND FRIENDS IN SUPPORT OF HER CAREER PLANS; (3) BE ASSERTIVE ABOUT HER CAREER PLANS IN WAYS ACCEPTABLE TO PERSONS IMPORTANT TO HER; (4) TEST HER OCCUPATIONAL INTERESTS AND APTITUDES; (5) RESEARCH THREE OCCUPATIONS APPROPRIATE TO THESE; (6) DEMONSTRATE STRATEGIES TO MAKING A CAREER CHOICE; (7) PREPARE JOB PROPOSALS, CONDUCT THE JOB HUNT, AND DEVELOP SURVIVAL SKILLS FOR ACADEME; (8) BUILD A PERSONAL PORTFOLIO OF MATERIALS RELEVANT TO HER CAREER SEARCH; (9) INTEGRATE HER PERSONAL GOALS WITH REALISTIC KNOWLEDGE OF THE CURRENT JOB MARKET; AND (10) EXPERIENCE SUPPORT AND SHARING WITH OTHER WOMEN MAKING CAREER CHOICES. FILMS, ROLE-PLAYING, AND DISCUSSIONS DURING THE SESSIONS SUPPORT THE MATERIALS INCLUDED IN THE PORTFOLIO. (AUTHOR/AJ)
ERIC: ED103631 STUDENT SERVICES, DIVISION OF CONTINUING EDUCATION, DIVISION OF CONTINUING EDUCATION BUILDING, UNIVERSITY OF KANSAS, LAWRENCE, KANSAS 66045 ($3.95 PLUS $0.36 POSTAGE AND HANDLING)

493 CAREER GUIDANCE AND THE DICTIONARY OF OCCUPATIONAL TITLES SEP 76
MCEVER, MARY LOU
EXCEPTIONAL CHILDREN;43;1;31-3
HANDICAPPED CHILDREN, VOCATIONAL COUNSELING, OCCUPATIONAL INFORMATION, DICTIONARIES, EXCEPTIONAL CHILD EDUCATION, SECONDARY EDUCATION, INFORMATION SOURCES, REFERENCE BOOKS, DICTIONARY OF OCCUPATIONAL TITLES
DESCRIBED IS THE DICTIONARY OF OCCUPATIONAL TITLES (DOT), A SYSTEM FOR CLASSIFYING JOB INFORMATION, AND EXPLAINED IS ITS USEFULNESS FOR HANDICAPPED STUDENTS. (SBH)
ERIC: EJ145140

494 CAREER GUIDANCE FOR ADULTS FOCUS ON WOMEN AND ETHNIC MINORITIES A PLANNING MANUAL AND CATALOG OF PROGRAMS. JAN 76
HARRISON, LAURIE R.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; SAN JOSE UNIFIED SCHOOL DISTRICT, CALIF.
GRANT NO. OEG-0-74-1722
NOTES: 230P.
ADULT EDUCATION PROGRAMS, CAREER CHANGE, CAREER EDUCATION, CAREER PLANNING, DIRECTORIES, DISADVANTAGED GROUPS, FEMALES, GUIDELINES, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, PROGRAM DESCRIPTIONS, PROGRAM PLANNING, CAREER GUIDANCE
THE DOCUMENT CONTAINS TWO MAJOR SECTIONS A 210-PAGE CATALOG OF VIABLE APPROACHES TO ADULT CAREER PLANNING AND DEVELOPMENT, PRECEDED BY A 25-PAGE MANUAL DESIGNED TO FACILITATE USE OF THE CATALOG AND ALSO TO ASSIST IN PLANNING OR IMPROVING ADULT CAREER GUIDANCE PROGRAMS. THE MANUAL PROVIDES GUIDELINES TO FIVE MAJOR ACTIVITIES (DETERMINE LOCAL NEEDS, REVIEW CATALOG APPROACHES FOR IDEAS, DEVELOP IMPLEMENTATION PROCEDURES, IMPLEMENT THE PROGRAM, AND EVALUATE THE PROGRAM) WHICH ARE DISCUSSED IN DETAIL. THE CATALOG SECTION CONTAINS DETAILED DESCRIPTIONS OF CAREER GUIDANCE PROGRAMS FOR ADULTS, WHICH WERE SELECTED AFTER A NATIONAL SEARCH. PROGRAMS ARE GROUPED INTO FOUR MAIN SECTIONS, TREATING PROGRAMS FOR WOMEN, ETHNIC MINORITIES, MID-CAREER CHANGES, AND OTHER TARGET POPULATIONS (RURAL RESIDENTS, PRISONERS, HANDICAPPED, VETERANS, GENERAL ADULT AUDIENCES, AND SENIOR CITIZENS AND RETIRED PERSONS). THE LENGTHY DESCRIPTIONS COVER PROGRAM GOALS; PROGRAM SIZE AND TARGET POPULATION; YEAR STARTED; STAFFING; FACILITIES, MATERIALS, AND EQUIPMENT; MAJOR FEATURES; AND EVALUATION. (SA)
ERIC: ED124687

495 CAREER GUIDANCE FOR INDIAN YOUTH. FINAL REPORT. 30 JUN 76
COLORADO RIVER INDIAN TRIBES, PARKER, ARIZ. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
GRANT NO. OEG-0-74-1743
NOTES: 86P.
ACADEMIC ACHIEVEMENT, AMERICAN INDIANS, CAREER EDUCATION, CAREER PLANNING, CLASS ATTENDANCE, CULTURAL DIFFERENCES, CULTURAL FACTORS, DISADVANTAGED YOUTH, DROPOUT ATTITUDES, EDUCATIONAL NEEDS, HUMAN RESOURCES, MOTIVATION TECHNIQUES, OCCUPATIONAL GUIDANCE, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, READING LEVEL, SECONDARY EDUCATION, SELF ACTUALIZATION, STUDENT ALIENATION, STUDENT ATTITUDES, STUDENT MOTIVATION, TABLES (DATA), TRIBES, TRUANCY, VOCATIONAL COUNSELING, YOUTH PROBLEMS, COLORADO
INITIAL RESEARCH CONDUCTED BY THE COLORADO RIVER INDIAN TRIBES REHABILITATION CENTER REVEALED THAT LACK OF CAREER INFORMATION AVAILABLE TO INDIAN YOUTH, LACK OF INDIAN STUDENT DIRECTION AND MOTIVATION, AND RESULTANT LOW ACADEMIC ACHIEVEMENT INADEQUATELY PREPARED THESE STUDENTS FOR THE WORLD OF WORK. CONSEQUENTLY, A NEW PROGRAM (INVOLVING SEMINARS, FIELD TRIPS, INDIVIDUAL AND GROUP COUNSELING, AND FOLLOWUP COUNSELING) FOR THE PROVISION AND DISSEMINATION OF CAREER INFORMATION WAS DESIGNED WHICH INCLUDED EIGHT SPECIFIC OBJECTIVES. TO TEST THE EFFECTIVENESS OF THE PROGRAM OBJECTIVES, A RESEARCH DESIGN WAS ESTABLISHED WHICH USED ONE TREATMENT GROUP AND SIX CONTROL GROUPS (COMPOSED OF INDIAN AND NON-INDIAN YOUTH) MATCHED ACCORDING TO GRADE, SEX, AGE, I.Q., AND ACHIEVEMENT. HIGHLIGHTS OF SIGNIFICANT FINDINGS ARE THESE (1) THERE WAS INCREASED AWARENESS OF SERVICES OFFERED BY THE COLORADO RIVER INDIAN TRIBES AND OF HOW SCHOOL PROBLEMS MAY BE RELATED TO CULTURAL FACTORS, AND A GENERAL IMPRESSION THAT INDIAN STUDENTS ATTITUDES TOWARD SCHOOL WERE MUCH IMPROVED: (2) A SIGNIFICANT REDUCTION IN SCHOOL DROPOUTS: (3) SIGNIFICANT IMPROVEMENT IN VOCATIONAL AWARENESS: (4) INCREASED MOTIVATION TOWARD FUTURE VOCATIONAL OPPORTUNITIES: (5) REDUCED CONTACTS WITH THE LAW: (6) INCREASED AWARENESS OF FUTURE EMPLOYERS: AND (7) EXPOSURE TO SUCCESSFULLY EMPLOYED INDIANS AND TRIBAL MEMBERS. (AUTHOR/TA)
ERIC: ED132366

496 CAREER GUIDANCE THROUGH GROUP DYNAMICS FEB 74
MARSHALL, PATRICIA
MANPOWER:6:2:14-8
GROUP GUIDANCE, CAREER EDUCATION, GROUP DYNAMICS, CAREER PLANNING, OCCUPATIONAL GUIDANCE, EMPLOYMENT OPPORTUNITIES, MANPOWER NEEDS, HIGH SCHOOL CURRICULUM, SELF ACTUALIZATION, EMPLOYMENT QUALIFICATIONS
A GROUP CAREER GUIDANCE PROGRAM IS BEING USED IN HOUSTON HIGH SCHOOLS TO HELP STUDENTS PLAN THEIR CAREERS AND BE AWARE OF EMPLOYMENT OPPORTUNITIES. THE FOUR-YEAR CURRICULUM IS CONDUCTED THROUGH GROUP DYNAMICS WITH THREE AREAS OF EMPHASIS SELF-AWARENESS, LABOR MARKET INFORMATION, AND BEING SELF-EQUIPPED FOR EMPLOYMENT. (DS)
ERIC: EJ097391

497 A CAREER IN LABOR MANAGEMENT RELATIONS AS A FIELD EXAMINER. 73
NATIONAL LABOR RELATIONS BOARD, WASHINGTON, D.C.
NOTES: 22P.
CAREER CHOICE, INDUSTRIAL RELATIONS, LABOR PROBLEMS, MANAGEMENT EDUCATION, OCCUPATIONAL INFORMATION, VOCATIONAL DEVELOPMENT
EMPLOYMENT OPPORTUNITIES AS A FIELD EXAMINER FOR THE NATIONAL LABOR RELATIONS BOARD ARE DESCRIBED IN THIS PAMPHLET. THE JOB, TRAINING, QUALIFICATIONS, SALARY, LOCATIONS, BENEFITS, AND EMPLOYMENT POLICIES ARE OUTLINED BRIEFLY. A LIST OF FIELD OFFICES AND THE ADDRESS FOR APPLICATION FORMS ARE INCLUDED. (MS)
ERIC: ED080970 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (GPO 0-495-746)

498 CAREER INFORMATION A CRITICAL REVIEW JUN 76
MOORE, SHELDON L.
JOURNAL OF EMPLOYMENT COUNSELING:13:2:78-84
OCCUPATIONAL INFORMATION, CAREER PLANNING, COUNSELING EFFECTIVENESS, RESOURCE MATERIALS, CLASSIFICATION, VOCATIONAL COUNSELING
THIS ARTICLE DESCRIBES SOURCES OF OCCUPATIONAL INFORMATION AVAILABLE TO THE COUNSELOR IN THE FIELD AND INDICATES THE ADVANTAGES OF EACH. THE IMPORTANCE OF CAREER COUNSELING IN TODAYS UNCERTAIN JOB MARKET IS DISCUSSED. MAJOR SCHEMES OF CLASSIFICATION IN THE WORLD OF WORK ARE ICENTIFIED. (AUTHOR)
ERIC: EJ140999

499 CAREER INFORMATION CENTER STAFF ROLES. OCT 75
BORNSTEIN, ROBERT
RUTGERS, THE STATE UNIV., NEW BRUNSWICK, N.J. CURRICULUM LAB. NEW JERSEY STATE DEPT. OF EDUCATION, TRENTON. DIV. OF VOCATIONAL EDUCATION.
NOTES: 79P.
ADMINISTRATOR GUIDES, ADMINISTRATOR ROLE, CAREER AWARENESS, CAREER EDUCATION, CAREER PLANNING, COORDINATORS, HIGH SCHOOL DESIGN, INFORMATION CENTERS, JOB ANALYSIS, OCCUPATIONAL INFORMATION, RESOURCE CENTERS, RESOURCE STAFF ROLE, SCHOOL ADMINISTRATION, SCHOOL COMMUNITY COOPERATION, SCHOOL PERSONNEL, SENIOR HIGH SCHOOLS, URBAN SCHOOLS, VOCATIONAL DEVELOPMENT, NEW JERSEY
THE PURPOSE OF THIS GUIDE IS TO DESCRIBE IMPLEMENTATION STRATEGIES FOR THE ESTABLISHMENT OF A CAREER INFORMATION CENTER IN A LARGE URBAN HIGH SCHOOL WITH PARTICULAR ATTENTION DEVOTED TO THE ADMINISTRATIVE ARRANGEMENTS AND STAFF ROLES INVOLVED IN SUCH A CENTER. DEVELOPED OUT OF THE AUTHORS EXPERIENCE IN THE NEW BRUNSWICK, NEW JERSEY CAREER

(CONT.)
499 INFORMATION CENTER. IT IS INTENDED FOR USE BY EDUCATORS PLANNING SIMILAR CENTERS. FIVE CHAPTERS DESCRIBE ADMINISTRATION, CAREER INFORMATION CENTER OPERATIONS, AND ACTIVITIES PERFORMED BY THE SCHOOL-INDUSTRY COORDINATOR, MULTIMEDIA COORDINATOR, AND JOB PLACEMENT COORDINATOR. APPENDICES INCLUDE PROJECT STAFF JOB DESCRIPTIONS, SAMPLE FLYERS FOR STUDENTS AND TEACHERS, PROJECT NEWSLETTERS, TEACHERS GUIDE TO THE EFFECTIVE USE OF COMMUNITY SPEAKERS, A TEACHERS GUIDE FOR FIELD TRIPS, EXAMPLES OF REQUEST AND MATERIALS RECORD FORMS, AN OCCUPATION INFORMATION OUTLINE, AND COMMUNITY SURVEY AND COMMUNITY RESOURCES FORMS. (TA)
ERIC: ED127461

500 THE CAREER INFORMATION CENTRE A DEMONSTRATION GUIDANCE PROJECT. 21 OCT 74
HUFF, ELMER E.
NORTH YORK BOARD OF EDUCATION, WILLOWDALE (ONTARIO).
NOTES: 7P.; FOR RELATED DOCUMENTS, SEE CG 010 620-624
CAREER EDUCATION, DEMONSTRATION PROGRAMS, DEMONSTRATION PROJECTS, GUIDANCE SERVICES, INFORMATION CENTERS, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS, RESOURCE CENTERS, SECONDARY EDUCATION, STUDENT NEEDS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, CANADA
THIS PAPER DESCRIBES A CAREER INFORMATION CENTER ESTABLISHED IN A SECONDARY SCHOOL AS A DEMONSTRATION GUIDANCE PROJECT. THE CENTER IS MANAGED BY A FULL-TIME CAREERS CONSULTANT AND HAS BEEN OPERATIONAL SINCE 1974. THE DEMONSTRATION PROJECT IS DESIGNED AS A METHOD OF DELIVERING CAREER INFORMATION AND RELATED SERVICES TO STUDENTS. GOALS INCLUDE INCREASING AWARENESS OF CAREER POSSIBILITIES: ACTING AS A RESOURCE CENTER FOR CAREER INFORMATION: BRIDGING COMMUNITY AND SCHOOL RESOURCES: AIDING IN CAREER OR JOB PREPARATION: PROVIDING A FACILITY FOR FIELD TESTING INNOVATIONS IN CAREER EDUCATION. SOME ATTEMPTS TO EVALUATE THE CENTERS EFFECTIVENESS ARE CURRENTLY UNDERWAY (1976), AND THE HOPE IS THAT THE PROGRAM WILL BE MODIFIED TO SERVE AS A MODEL FOR OTHER SCHOOLS. (NG)
ERIC: ED124833

501 CAREER INNOVATIVE AND NON-INNOVATIVE WOMEN IN THE TWO-YEAR COLLEGE IMPLICATIONS FOR COUNSELING. APR 75
VERES, HELEN C.;MOORE, KATHRYN M.
NOTES: 19P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (WASHINGTON, D.C., MARCH 30-APRIL 3, 1975). FOR A RELATED DOCUMENT SEE JC 750 215
ACADEMIC ASPIRATION, CAREER CHOICE, COLLEGE CHOICE, COUNSELING SERVICES, EDUCATIONAL OBJECTIVES, FEMALES, GRADES (SCHOLASTIC), JUNIOR COLLEGES, JUNIOR COLLEGE STUDENTS, OCCUPATIONAL ASPIRATION, PERSONAL INTERESTS, PRIVATE COLLEGES, ROLE PERCEPTION, STUDENT CHARACTERISTICS, TECHNICAL INSTITUTES, MARRIAGE PLANS, NEW YORK
A TOTAL OF 1,341 MALE AND FEMALE STUDENTS ENROLLED AT A PRIVATE WOMENS COLLEGE, A TWO-YEAR COMPREHENSIVE COLLEGE OF MODERATE SIZE, AN AGRICULTURAL-TECHNICAL COLLEGE, AND A SMALL TWO-YEAR COMPREHENSIVE COLLEGE WERE SURVEYED IN SPRING 1974 TO DETERMINE DEMOGRAPHIC AND DESCRIPTIVE DATA, CAREER CHOICES, PLANS FOR LABOR FORCE PARTICIPATION, AND PERCEPTIONS OF COUNSELING SERVICES. ALMOST TWICE AS MANY WOMEN AS MEN WERE SAMPLED. CAREER-INNOVATORS WERE DEFINED AS WOMEN WHO HAD SELECTED CAREERS IN WHICH ZERO TO 40 PERCENT WOMEN ARE PRESENTLY EMPLOYED. NON-INNOVATORS WERE DEFINED AS WOMEN WHO PLANNED TO ENTER CAREERS IN WHICH 70 TO 100 PERCENT OF THOSE EMPLOYED ARE WOMEN. APPROXIMATELY 20 PERCENT OF THE WOMEN SAMPLED WERE CAREER-INNOVATIVE. COMPARED TO NON-INNOVATORS, ROLE INNOVATIVE WOMEN HAD SIGNIFICANTLY HIGHER COLLEGE GRADES, HAD MADE THEIR CAREER CHOICES MORE RECENTLY, ASPIRED TO HIGHER EDUCATIONAL DEGREES, WERE LESS APT TO PLAN TO MARRY BEFORE COMPLETING THEIR EDUCATION, PLANNED TO HAVE FEWER CHILDREN, PLANNED A WIDER RANGE OF CAREERS, WERE LESS LIKELY TO CITE CLOSENESS TO HOME AS A REASON FOR CHOOSING THEIR COLLEGE, AND REPORTED MORE PROBLEMS WITH THEIR COLLEGES. INNOVATORS AND NON-INNOVATORS REPORTED SIMILAR APPRAISALS OF COUNSELING SERVICES. IMPLICATIONS FOR COUNSELING ARE NOTED, PERTINENT LITERATURE IS REVIEWED, AND TABULATED DATA IS PRESENTED. (AUTHOR/DC)
ERIC: ED104474

502 THE CAREER INTERN PROGRAM. FINAL REPORT. VOLUME I AN EXPERIMENT IN CAREER EDUCATION THAT WORKED. NIE PAPERS IN EDUCATION AND WORK NUMBER SEVEN. MAY 77
LANGSDORF, MICHAEL;GIBBONEY, RICHARD A.
GIBBONEY (RICHARD A.) ASSOCIATES, INC., ELKINS PARK, PA. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C. EDUCATION AND WORK GROUP.
CONTRACT NO. NE-C-00-3-0122
NOTES: 217P.
ADMINISTRATIVE PERSONNEL, ADMISSION CRITERIA, CAREER EDUCATION, CONTINUATION EDUCATION, COUNSELOR ROLE, DROPOUT ATTITUDES, DROPOUT CHARACTERISTICS, DROPOUT PROGRAMS, DROPOUTS, EDUCATIONAL ALTERNATIVES, HIGH SCHOOL STUDENTS, LOW INCOME GROUPS, POTENTIAL DROPOUTS, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SECONDARY EDUCATION, STAFF ROLE, STUDENT CENTERED CURRICULUM, STUDENT CHARACTERISTICS, STUDENT IMPROVEMENT, STUDENT RECRUITMENT, SUCCESS FACTORS, URBAN YOUTH, VOCATIONAL DEVELOPMENT, WORK EXPERIENCE PROGRAMS, CAREER INTERN PROGRAM
EFFORTS OF THE CAREER INTERN PROGRAM (CIP) TO HELP URBAN YOUTH GET A BASIC EDUCATION AND FURTHER TRAINING OR A PAYING JOB, ARE DESCRIBED IN THIS REPORT, WRITTEN FOR THE EDUCATOR OR SCHOOL BOARD MEMBER INTERESTED IN A PROGRAM COMBINING BASIC AND CAREER EDUCATION FOR HIGH SCHOOL YOUTH WHO ARE NOT SUCCEEDING IN REGULAR SCHOOLS (DROPOUTS OR THOSE LIKELY TO DROP OUT BECAUSE OF POOR ATTENDANCE AND FAILING GRADES). FOLLOWING AN INTRODUCTION GIVING A BRIEF OVERVIEW OF THE PROGRAM EVALUATION DESIGN, THE FIRST FOUR CHAPTERS

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502 DISCUSS THE HIGH SCHOOL DROPOUT PROBLEM, WHAT CIP IS (CONTEXT, ADMINISTRATIVE STRUCTURE, DEVELOPMENT), FOUR CASE STUDIES OF CIP INTERNS, AND CHARACTERISTICS OF CIP INTERNS. CHAPTERS 5 THROUGH 9 FOLLOW THE CIP INTERNS BEGINNING 10 WEEKS AFTER THE INTERNS HAVE ENTERED THE PROGRAM, THROUGH GRADUATION, AND FOR SOME, UP TO A YEAR LATER, THROUGH SCHOOL AND TO WORK. THESE CHAPTERS ANSWER THE QUESTION DOES CIP HAVE THE EFFECTS ONE WOULD EXPECT CHAPTERS 10 THROUGH 12 SPECIFICALLY DEAL WITH WHAT CONTRIBUTES TO CIPS EFFECTIVENESS. THE QUESTION OF TRANSPORTABILITY IS ADDRESSED IN CHAPTER 14, THE FINAL CHAPTER. (TA)
EPIC: ED142795 EDUCATION AND WORK GROUP, NATIONAL INSTITUTE OF EDUCATION, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. 20208 (SINGLE COPIES AVAILABLE AT NO COST)

503 A CAREER LADDER APPROACH TO JUNIOR COLLEGE CURRICULUM. MAY 71
SCHRUPP, HAROLD A.
NOTES: 30P.; SEMINAR PAPER
AGRICULTURAL OCCUPATIONS, BEHAVIORAL OBJECTIVES, CAREER LADDERS, CAREER PLANNING, CURRICULUM DEVELOPMENT, HEALTH OCCUPATIONS, JOB ANALYSIS, JUNIOR COLLEGES, MANPOWER DEVELOPMENT, OCCUPATIONAL MOBILITY, OFFICE OCCUPATIONS, SEMISKILLED OCCUPATIONS, SERVICE OCCUPATIONS, TECHNICAL OCCUPATIONS, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, CALIFORNIA
MORE ATTENTION SHOULD BE PAID TO THE BUILDING OF CAREER GUIDANCE AND CAREER CURRICULUM PROGRAMS WITH EXIT POINTS THAT ENABLE THE STUDENT TO SEEK EMPLOYMENT AT ANY TIME IN AN ENTRY LEVEL POSITION AND/OR TO CONTINUE HIS EDUCATION. SOME OF THE BEST CAREER LADDER PROGRAMS ARE THE FEDERALLY SPONSORED NEW CAREER PROGRAMS. A NUMBER OF THE CALIFORNIA JUNIOR COLLEGES INVOLVED IN THIS PROGRAM ARE LISTED AND THE DETAILS OF THEIR PROGRAMS DISCUSSED. THE FOLLOWING GUIDELINES ARE GIVEN FOR CONSTRUCTION OF A CAREER LADDER CURRICULUM (1) IDENTIFY SPECIFIC TITLES OF JOBS THAT ARE AVAILABLE; (2) APPLY A JOB ANALYSIS TO THE OCCUPATION; (3) ORGANIZE THE CURRICULUM TO REFLECT SPECIFIC BEHAVIORAL OBJECTIVES; (4) DEVELOP EVALUATION CRITERIA; AND (5) DEVELOP THE CURRICULUM. EXAMPLES OF PROGRAMS WITH RELATED EMPLOYMENT POSSIBILITIES ARE LISTED FOR HUMAN SERVICES, MUNICIPAL SERVICES, ACCOUNTING, AGRONOMY, AEROSPACE DRAFTING TECHNOLOGY, AGRI-BUSINESS, AIR TRANSPORTATION-COMMERCIAL PILOT, AIR TRANSPORTATION GENERAL, ARCHITECTURAL TECHNOLOGY, CIVIL TECHNOLOGY, ENVIRONMENTAL SCIENCE TECHNOLOGY, MARINE LABORATORY TECHNICIAN OPTION, JOURNALISM, AND INDUSTRIAL DRAFTING. (CA)
EPIC: ED051915

504 CAREER MOBILITY IMPLEMENTING THE LADDER CONCEPT IN ASSOCIATE DEGREE AND PRACTICAL NURSING CURRICULA. FEB 74
STORY, DONNA KETCHUM
NOTES: 206P.
BEHAVIORAL OBJECTIVES, CAREER LADDERS, COURSE CONTENT, CURRICULUM DESIGN, CURRICULUM DEVELOPMENT, CURRICULUM GUIDES, EDUCATIONAL INNOVATION, GUIDES, HEALTH OCCUPATIONS EDUCATION, JOB SKILLS, MEDICAL EDUCATION, NURSES, NURSING, OCCUPATIONAL MOBILITY, PERFORMANCE BASED EDUCATION, PRACTICAL NURSES, PROGRAM DEVELOPMENT, PROGRAM GUIDES, PROGRAM PLANNING, STUDENT NEEDS
DESIGNING A CAREER LADDER CURRICULUM IS NOT SIMPLY TAKING AN EXISTING PRACTICAL NURSE CURRICULUM AND AN ASSOCIATE DEGREE NURSING CURRICULUM AND PLACING ONE AFTER THE OTHER. THE CURRICULUM IS DESIGNED TO PRODUCE STUDENTS WHO ARE COMPETENT PRACTITIONERS AS PRACTICAL NURSES AT THE END OF THE FIRST LEVEL AND THEN ALLOW THEM TO CONTINUE FOR AN ADDITIONAL TIME TO COMPLETE THE EDUCATIONAL REQUIREMENTS FOR A REGISTERED NURSE. FACULTIES BECOMING INVOLVED WITH A CAREER LADDER EDUCATIONAL PROGRAM MUST HAVE A CLEAR UNDERSTANDING OF THE ROLES OF THE PRACTICAL NURSE AND THE REGISTERED NURSE. FOR ONLY WHEN THE ROLE OF PRACTICE IS CLEARLY UNDERSTOOD CAN EDUCATIONAL OBJECTIVES BE DESIGNED; CLEARLY STATED BEHAVIORAL OBJECTIVES FORM THE BASE OF AN EFFECTIVE CAREER LADDER CURRICULUM. THE BOOK PROVIDES A GUIDE TO THE IMPLEMENTATION OF A CAREER LADDER CURRICULUM IN NURSING. OUTLINED COURSE CONTENT, BEHAVIORAL OBJECTIVES AND LEARNING EXPERIENCES ARE PRESENTED FOR NINE CURRICULAR AREAS FOUNDATIONS OF NURSING, SCIENCE, NUTRITION, BEHAVIORAL SCIENCE, MATERNAL AND CHILD HEALTH NURSING, MEDICAL-SURGICAL NURSING, NURSING SITUATIONS (TERMINATION OF THE FIRST-LEVEL EDUCATION PROGRAM), COMMUNICATION SKILLS, AND PSYCHIATRIC NURSING. (AUTHOR/AJ)
EPIC: ED096533 THE C. V. MOSBY COMPANY, 3301 WASHINGTON BOULEVARD, ST. LOUIS, MISSOURI 63103 ($6.75)

505 CAREER MOBILITY FOR PARAPROFESSIONALS IN HUMAN SERVICE AGENCIES. MDTA EXPERIMENTAL AND DEMONSTRATION FINDINGS NO. 8. DEC 69
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 154P.
CAREER OPPORTUNITIES, EDUCATIONALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, ENTRY WORKERS, FEDERAL PROGRAMS, JOB DEVELOPMENT, MANPOWER UTILIZATION, PROFESSIONAL OCCUPATIONS, PROMOTION (OCCUPATIONAL), NEW CAREERS
THIS REPORT DESCRIBES THE EXPERIENCE OF A GROUP OF NEW CAREERS PARAPROFESSIONALS WHO WERE TRAINED IN HUMAN SERVICE OCCUPATIONS BY THE NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY) IN A SPECIAL PROJECT IN 1965 AND 1966 AND EMPLOYED BY A VARIETY OF PUBLIC AND PRIVATE HUMAN SERVICE AGENCIES. THE REPORT PROVIDES DATA ON THE LONGEST PERIOD FOR FOLLOWUP (NEARLY 4 YEARS) OF ANY NEW CAREERS PROGRAM AND SYSTEMATICALLY DOCUMENTS THE PROBLEMS OF CAREER ADVANCEMENT. IN AN ATTEMPT TO MEASURE THE IMPACT OF PARAPROFESSIONALS ON THE PARTICIPATING AGENCIES AND TO IDENTIFY THE FACTORS INVOLVED IN MOBILITY, 26 NCEY

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505 GRADUATES AND 37 AGENCY PERSONNEL WERE INTERVIEWED IN A CROSS-SECTION OF INVOLVED AGENCIES. THE STUDY FOUND THAT OPPORTUNITIES FOR ADVANCEMENT ARE SEVERELY LIMITED FOR PARAPROFESSIONALS, MAINLY BECAUSE OF RIGID EDUCATIONAL REQUIREMENTS FOR HIGHER LEVEL JOBS. THE REPORT IS USEFUL TO NEW CAREERS PROGRAM PLANNERS AND ADMINISTRATORS, AND TO POTENTIAL EMPLOYERS, AS AN AID IN ELIMINATING OBSTACLES TO CAREER MOBILITY. (BH)
ERIC: ED048440

506 CAREER ORIENTATIONS OF HIGH SCHOOL SENIORS IN AN APPALACHIAN COAL MINING COUNTY. 71
MARRA, JOHN LESLIE
NOTES: 110P.; MASTERS THESIS SUBMITTED TO WEST VIRGINIA UNIVERSITY, MORGANTOWN, WEST VIRGINIA
ACADEMIC ACHIEVEMENT, CAREER PLANNING, COLLEGE ATTENDANCE, CULTURAL FACTORS, ECONOMIC FACTORS, EDUCATIONALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, MIGRATION PATTERNS, RURAL YOUTH, SENIORS, SOCIAL INFLUENCES, MINGO COUNTY, WEST VIRGINIA
AN EXPLORATORY STUDY FOCUSING UPON THE CAREER CHOOSING PATTERNS OF HIGH SCHOOL SENIORS IN A RELATIVELY ISOLATED, COAL-MINING COUNTY OF WEST VIRGINIA IS REPORTED IN THIS PAPER. THE 2 BASIC HYPOTHESES EXAMINED WERE THAT RURAL YOUTH FROM UPPER STATUS FAMILY BACKGROUNDS WILL HAVE HIGHER STATUS CAREER ORIENTATIONS THAN THOSE FROM LOWER STATUS FAMILY BACKGROUNDS AND THAT THE PATTERN OF CAREER ORIENTATION OF YOUNGSTERS FROM COAL-MINING FAMILIES IS DIFFERENT FROM THAT OF YOUNGSTERS FROM OTHER NON-COAL FAMILIES. THE STUDY POPULATION CONSISTED OF THE PREDOMINANTLY WHITE MALE AND FEMALE GRADUATING SENIORS FROM ALL 6 HIGH SCHOOLS IN MINGO COUNTY. DATA WERE COLLECTED BY A SELF-ADMINISTERED QUESTIONNAIRE. FINDINGS INCLUDED THAT THE FIRST HYPOTHESIS WAS SUPPORTED, THAT THE DATA DID NOT SUPPORT THE SECOND HYPOTHESIS, THAT EDUCATIONAL ACHIEVEMENT IS A STRONG FACTOR IN PROVIDING A CONDITION THAT AFFECTS CAREER AMBITIONS, THAT YOUNGSTERS IN THE MANUAL-WORKER, NON-COAL FAMILIES ARE MORE INCLINED THAN YOUNGSTERS FROM COAL FAMILIES TO HAVE BEEN INFLUENCED BY PARENTAL INTEREST, AND THAT THE PATTERNS OF CAREER ORIENTATIONS OF YOUTH LIVING IN OTHER AREAS OF THE UNITED STATES ARE SIMILAR TO THOSE OF YOUTH IN MINGO COUNTY. (PS)
ERIC: ED067183 INTER-LIBRARY LOAN FROM WEST VIRGINIA UNIVERSITY, MORGANTOWN, WEST VIRGINIA

507 CAREER PATTERNS AND VALUES A STUDY OF MEN AND WOMEN IN SCIENCE AND ENGINEERING. NOV 71
DAVID, DEBORAH SARAH
COLUMBIA UNIV., NEW YORK, N.Y. BUREAU OF APPLIED SOCIAL RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 263P.; PH.D. DISSERTATION, COLUMBIA UNIVERSITY
CAREERS, DOCTORAL THESES, EMPLOYMENT, ENGINEERS, FEMALES, RESEARCH, SCIENTISTS
DATA FROM THE 1962 POSTCENSUS STUDY OF SCIENCE AND ENGINEERING MANPOWER ARE USED TO ANALYZE HOW WOMEN FARE IN THESE OCCUPATIONS. THE STUDY COMPARES THE TYPICAL WOMAN AT VARIOUS AGES TO THE TYPICAL MAN. SHE APPEARS MORE LIKELY THAN THE MAN TO HAVE A FATHER IN A WHITE COLLAR OCCUPATION. STATISTICAL COMPARISONS ARE MADE ON ADVANCED DEGREES, MARRYING AND HAVING CHILDREN, WORKING FOR THE GOVERNMENT, HOURS WORKING PER WEEK AND WEEKS PER YEAR. COMPARISON OF OCCUPATIONAL VALUES INDICATES THAT WOMEN ARE MORE LIKELY TO SCORE HIGH ON A PEOPLE-ORIENTATION INDEX, MEN ON AN INTELLECTUALISM INDEX. (NTIS)
ERIC: ED094933 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-208-305, PC-$6.75, MF-$1.45)

508 CAREER PATTERNS AND WORK PARTICIPATION OF GRADUATE FEMALE SOCIAL WORKERS. DEC 70
HERBERG, DOROTHY MARY CHAVE
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 266P.; PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
CAREER PLANNING, EMPLOYMENT PATTERNS, MARITAL STATUS, OCCUPATIONAL ASPIRATION, OCCUPATIONAL SURVEYS, PROFESSIONAL EDUCATION, PROFESSIONAL PERSONNEL, ROLE PERCEPTION, SOCIAL WORKERS, WOMENS EDUCATION, WORKING WOMEN
THIS STUDY DEVELOPS TOOLS FOR PREDICTING THE WORK PARTICIPATION BY GRADUATE FEMALE SOCIAL WORKERS USING TWO MAIN EXPLANATORY VARIABLES--EARLY SEX ROLE IDEOLOGY (AN IDEOLOGICAL POSITION ON FUTURE WORK AND SEX ROLES AND EARLY OCCUPATIONAL ASPIRATION) AND THE SEQUENCE OF MARRIAGE AND PROFESSIONAL EDUCATION. THESE TWO VARIABLES WERE COMBINED TO FORM A CAREER PATTERN VARIABLE AND IT ALSO WAS USED TO PREDICT AMOUNT OF EMPLOYMENT. WORK PARTICIPATION WAS MEASURED BY SUMMARY MEASURES CALLED WORK RATIOS. DATA TO FORM THESE WORK RATIOS WAS DRAWN FROM AN EXTENSIVE WORK HISTORY INCLUDED IN A QUESTIONNAIRE SENT TO A SAMPLE OF 1,037 WOMEN SOCIAL WORKERS. (AUTHOR)
ERIC: ED049460 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196 652, MF $1.45, HC $3.00)

509 CAREER PROGRESSION SYSTEMS FOR A MULTI-PLANT MANUFACTURING CORPORATION: FINAL REPORT. AUG 74
BRECHER, CHARLES
INFORMATION SCIENCE, INC., MANHASSET, N.Y. HUMANIC DESIGNS DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 44P.
CAREER LADDERS, COLLECTIVE BARGAINING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, INDUSTRIAL PERSONNEL, INDUSTRIAL RELATIONS, INDUSTRIAL TRAINING, INDUSTRY, JOB ANALYSIS, LABOR UNIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), SKILL ANALYSIS, CAREER PROGRESSION SYSTEMS, CPS, MICHIGAN (DETROIT), OHIO (TOLEDO)

(CONT.)

509 THE REPORT EXPLORES THE OBSTACLES TO INCREASED OCCUPATIONAL MOBILITY FOR WORKERS AT A MULTIPLANT MANUFACTURING FIRM. ANALYSIS OF THE JOB HISTORIES OF WORKERS AT TWO PLANTS FOUND ADVANCEMENT OPPORTUNITIES TO BE LIMITED AND INEQUITABLE BECAUSE NARROW DEPARTMENTAL UNITS WERE USED AS THE BASIS FOR DEFINING ELIGIBILITY FOR PROMOTIONS. THROUGH THE USE OF TASK ANALYSIS A CAREER PROGRESSION SYSTEM WAS DESIGNED TO REDEFINE THE ELIGIBILITY POOLS FOR PROMOTIONAL DECISIONS IN ACCORD WITH COMMON SKILL REQUIREMENTS. EFFORTS TO IMPLEMENT THE CPS WERE ONLY PARTIALLY SUCCESSFUL DUE TO COLLECTIVE BARGAINING AGREEMENT CONSTRAINTS COUPLED WITH THE ECONOMIC DOWNTURN. GENERAL CONCLUSIONS WERE (1) COLLECTIVE BARGAINING AGREEMENTS ARE A MAJOR INSTRUMENT FOR STRUCTURING THE INTERNAL LABOR MARKETS OF LARGE UNIONIZED FIRMS AND INTERVENTIONS MUST BE DESIGNED TO CONFRONT THIS REALITY. (2) EMPLOYEES IN LARGE INDUSTRIAL FIRMS OFTEN LACK ADEQUATE INFORMATION ABOUT PROMOTIONAL OPPORTUNITIES OUTSIDE THEIR PARTICULAR DEPARTMENT. (3) IMPLEMENTATION OF CAREER PROGRESSION SYSTEMS CAN BE HAMPERED BY THE EMPLOYERS DESIRE TO UTILIZE ONLY THOSE PROGRAMMATIC ELEMENTS WHICH AFFECT PRODUCTIVITY. (4) GOVERNMENT SPONSORED INTERVENTION SHOULD HAVE WELL-DEFINED OBJECTIVES BESIDE IMPROVED PRODUCTIVITY AND SHOULD AVOID PARTIAL IMPLEMENTATIONS WHICH DO NOT FURTHER THESE GOALS. (AUTHOR/3P)
ERIC: ED109341 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

510 CAREER PROGRESSION SYSTEMS IN THE INTERNAL LABOR MARKET FOR A MULTI-PLANT MANUFACTURING CORPORATION. NOV 74
BRECHER, CHARLES
INFORMATION SCIENCE, INC., MANHASSET, N.Y. HUMANIC DESIGNS DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 43P.
CAREER LADDERS, COLLECTIVE BARGAINING, EMPLOYMENT LEVEL, EMPLOYMENT PROBLEMS, INDUSTRIAL RELATIONS, INDUSTRIAL TRAINING, JOB ANALYSIS, JOB SATISFACTION, LABOR UNIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MANUFACTURING INDUSTRY, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), UNSKILLED WORKERS, CAREER PROGRESSION SYSTEMS, CPS
THE REPORT PRESENTS THE DESIGN AND INSTALLATION OF A CAREER PROGRESSION SYSTEMS FOR A MULTI-PLANT MANUFACTURING CORPORATION. THE PROJECT EXPLORED THE OBSTACLES TO INCREASED OCCUPATIONAL MOBILITY FOR WORKERS AT A MULTI-PLANT MANUFACTURING FIRM. ANALYSIS OF JOB HISTORIES OF WORKERS AT TWO PLANTS FOUND ADVANCEMENT OPPORTUNITIES TO BE LIMITED AND INEQUITABLE BECAUSE NARROW DEPARTMENTAL UNITS WERE USED AS THE BASIS FOR DEFINING ELIGIBILITY FOR PROMOTIONS. THROUGH THE USE OF JOB TASK REQUIREMENTS ANALYSIS, A CAREER PROGRESSION SYSTEM (CPS) WAS DESIGNED TO REDEFINE THE ELIGIBILITY POOLS FOR PROMOTIONAL DECISIONS IN ACCORD WITH COMMON SKILL REQUIREMENTS. EFFORTS TO IMPLEMENT THE CPS WERE ONLY PARTIALLY SUCCESSFUL DUE TO COLLECTIVE BARGAINING AGREEMENT CONSTRAINTS COUPLED WITH THE ECONOMIC TURNDOWN. (NTIS)
ERIC: ED117329 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-240-772: MF $2.25, HC $ 3.75)

511 CAREER PROGRESSION SYSTEMS IN THE INTERNAL LABOR MARKET FOR A MULTI-PLANT MANUFACTURING CORPORATION. 12 OCT 73
SMITH, LEONARD
HUMANIC DESIGNS CORP., MANHASSET, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 96P.: FOR RELATED DOCUMENT, SEE CE 001 979
CAREER LADDERS, COLLECTIVE BARGAINING, COST EFFECTIVENESS, DATA ANALYSIS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, INDUSTRIAL RELATIONS, INPLANT PROGRAMS, JOB DEVELOPMENT, MANPOWER UTILIZATION, PROMOTION (OCCUPATIONAL), SYSTEMS DEVELOPMENT, WORK LIFE EXPECTANCY, CAREER PROGRESSION SYSTEMS
THE REPORT DESCRIBES THE DESIGN OF OPPORTUNITY-EXPANDING AND EQUITABLE CAREER PROGRESSION SYSTEMS FOR HOURLY PAID INDUSTRIAL WORKERS IN TWO MIDWEST PLANTS, AND THE ORGANIZATIONAL (CORPORATE, PLANT, UNION) BARRIERS TO CHANGES IN EXISTING SYSTEMS. THESE WERE SHOWN TO BE RESTRICTIVE AND OFTEN INEQUITABLE. THE REPORT CONCLUDES THAT THEORETICALLY SOUND PROGRESSION MODELS CAN BE DESIGNED BUT THAT IMPLEMENTATION OF ANYTHING OTHER THAN TRAINING AND COUNSELING CALLS FOR A DIFFERENT STATE OF READINESS THAN THAT FOUND IN THE TWO PLANTS. MOST PROBABLY, THE REPORT STATES, THIS CAN ONLY BE ACHIEVED IF THE TOP CORPORATE AND INTERNATIONAL UNION OFFICIALS, JOINTLY, WORK WITH PLANT AND LOCAL UNION OFFICIALS TO CHANGE SENIORITY CLAUSES IN THE COLLECTIVE BARGAINING AGREEMENT AND PLANT CUSTOMARY PRACTICE. THE RATIONALE FOR THE WORK DESCRIBED IN THE REPORT WAS THAT THE DESIGN AND INTRODUCTION OF CAREER PROGRESSION SYSTEMS WITHIN A MAJOR MULTI-PLANT MANUFACTURING CORPORATION WOULD PROVIDE HIGH VISIBILITY FOR A SUCCESSFUL PROJECT, PROVIDING INSIGHT INTO TRANSFERABILITY OF CAREER PROGRESSION DESIGNS FROM PLANT TO PLANT AND DEAL WITH PROBLEMS FUNDAMENTAL TO THE EFFECTIVE UTILIZATION OF THE LABOR FORCE IN THE UNITED STATES. (AUTHOR/MW)
ERIC: ED095411

512 CAREER PROGRESSION SYSTEMS IN THE INTERNAL LABOR MARKET OF THE FOODSERVICE INDUSTRY AND THE ROLE OF THE NATIONAL RESTAURANT ASSOCIATION. FINAL REPORT. 20 AUG 73
SMITH, LEONARD:PEZZULLO, CAROLINE
HUMANIC DESIGNS CORP., MANHASSET, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 90P.: FOR RELATED DOCUMENT, SEE CE 001 979
CAREER LADDERS, COST EFFECTIVENESS, EMPLOYER ATTITUDES, FOOD SERVICE WORKERS, JOB TENURE, JOB TRAINING, LABOR MARKET, MANPOWER UTILIZATION, ON THE JOB TRAINING, PERSONNEL

(CONT.)

512 POLICY, PROMOTION (OCCUPATIONAL), SYSTEMS DEVELOPMENT, UNSKILLED WORKERS, WORK LIFE EXPECTANCY, CAREER PROGRESSION SYSTEMS

THE LACK OF VISIBLE CAREER PATHS WAS UNIVERSALLY RECOGNIZED AS A MAJOR FACTOR LEADING TO THE EXTRAORDINARILY HIGH RATE OF TURNOVER AND ABSENTEEISM IN THE FOODSERVICE INDUSTRY. THE REPORT EVALUATES THE POTENTIAL OF A NATIONAL TRADE ASSOCIATION AS A VEHICLE FOR IMPROVEMENTS IN THIS AREA AND FOCUSES ON NATIONAL RESTAURANT ASSOCIATION (NRA) EFFORTS IN UPGRADING NONMANAGEMENT EMPLOYEES. ADOPTION OF MORE RATIONAL SYSTEMS WAS PERCEIVED TO BE A LONG TERM OBJECTIVE. THE REPORT DESCRIBES THE DESIGN OF CAREER PROGRESSION SYSTEMS FOR THREE SEGMENTS OF THE INDUSTRY: INSTITUTIONAL FOOD SERVICE, COMMERCIAL RESTAURANTS, AND HOTEL FOODSERVICE. HOWEVER, GIVEN THE HISTORICAL ATTITUDES OF THE INDUSTRY TOWARD ITS MANPOWER, THE SHORT-TERM RETURN OF ONE-STEP UPGRADING AND RELATED TRAINING IS APPARENTLY MUCH MORE ACCEPTABLE TO MANAGEMENT. THE REPORT CONCLUDES THAT NATIONAL TRADE ASSOCIATIONS SIMILAR TO NRA REPRESENTING PRIMARILY SMALL ESTABLISHMENTS WITH NO FORMAL MANPOWER PLANNING FACILITIES OR EXPERIENCE, SHOULD BE ENCOURAGED TO SERVE THEIR MEMBERS ESSENTIALLY AS EDUCATORS SHOWING THE INDUSTRY HOW TO IMPROVE CAREER OPPORTUNITIES. (AUTHOR/HW)

ERIC: ED095412

513 CAREER SEARCH A PERSONAL PURSUIT. 76

CHAPMAN, ELWOOD N.

SCIENCE RESEARCH ASSOCIATES, INC., CHICAGO, ILL.

NOTES: 159P.

CAREER CHOICE, CAREER EDUCATION, CAREER EXPLORATION, CAREER OPPORTUNITIES, CAREER PLANNING, CLUSTER GROUPING, EMPLOYMENT, GOAL ORIENTATION, INDIVIDUALIZED PROGRAMS, INFORMATION SEEKING, INSTRUCTIONAL MATERIALS, JOB SEARCH METHODS, LEARNING ACTIVITIES, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PERSONAL VALUES, RESOURCE GUIDES, RESOURCE MATERIALS, TEXTBOOKS

A SEQUENTIAL 20-STEP SYSTEM OF CAREER EXPLORATION IS DESCRIBED IN THIS BOOK, DESIGNED AS A BASIC AND COMPLETE TEXT FOR CAREER GUIDANCE COURSES, IT MAY ALSO BE USED ON A DO-IT-YOURSELF OR INDEPENDENT BASIS. OBJECTIVES OF THE BOOK ARE TO (1) SIMPLIFY THE CAREER SEARCH PROCESS BY PROVIDING AN EFFECTIVE STEP-BY-STEP SYSTEM, (2) INDIVIDUALIZE THE APPROACH, AND (3) MAKE MAXIMUM USE OF PUBLICATIONS AND AIDS FOUND IN CAREER CENTERS AND GUIDANCE OFFICES. PHASE 1 OF THE SYSTEM FOCUSES ON BUILDING A CAREER PROSPECT LIST. STEPS INCLUDE THESE START PROSPECT LIST, EXPAND PROSPECT LIST, TAKE AN INTEREST SURVEY, START BASIC RESEARCH, LISTEN TO CASSETTES, USE OTHER AVAILABLE AIDS, EVALUATE SURVEY RESULTS, DO RESEARCH IN OCCUPATIONAL OUTLOOK HANDBOOK, CLUSTER PROSPECTS, AND REVIEW PHASE 1. PHASE 2 FOCUSES ON THE PROCESS OF ELIMINATION, AND CONTAINS THE FOLLOWING STEPS LEARN ABOUT VALUES, DISCOVER PERSONAL VALUES, MATCH VALUES TO PROSPECTS, CHALLENGE PROSPECTS ON ABILITY AND APTITUDE, CHALLENGE LIST ON EDUCATIONAL PRICE, REDUCE PROSPECTS TO FIVE, ARRANGE INTERVIEWS, REDUCE TO THREE, MAKE FIRST CHOICE, AND SEE ADVISOR. EACH STEP CONTAINS A CAREER CASE DESIGNED TO INVOLVE STUDENTS IN DISCUSSIONS AND ENCOURAGE INDIVIDUAL THINKING. SUGGESTED ANSWERS TO THESE CASES ARE INCLUDED. APPENDIX 1 LISTS INVENTORIES, SURVEYS, AND TESTS. APPENDIX 2 SUGGESTS CAREER SEARCH AIDS, AND APPENDIX 3 CONTAINS A STUDENT BIBLIOGRAPHY. (TA)

ERIC: ED131264 SCIENCE RESEARCH ASSOCIATES, INC., CHICAGO, ILL. 60611 (0-574-20005-3 $4.95)

514 CAREER STABILITY AND REDIRECTION IN ADULTHOOD. REPORT NO. 219. NOV 76

GOTTFREDSON, GARY D.

JOHNS HOPKINS UNIV., BALTIMORE, MD. CENTER FOR THE STUDY OF SOCIAL ORGANIZATION OF SCHOOLS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.

NOTES: 38P.

ADULTS, AGE, CAREER CHANGE, CAREER CHOICE, ECONOMIC RESEARCH, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEMALES, LABOR TURNOVER, MALES, OCCUPATIONAL CHOICE, OCCUPATIONAL MOBILITY, PLACEMENT, TREND ANALYSIS, VOCATIONAL DEVELOPMENT, UNITED STATES

AGE TRENDS IN 3-YEAR CAREER STABILITY AND CHANGE WERE EXAMINED IN AN APPROXIMATELY ONE-IN-A-THOUSAND SAMPLE OF 21- TO 70-YEAR-OLD MEN AND WOMEN WORKERS. DATA ON CURRENT OCCUPATION AND OCCUPATION FIVE YEARS EARLIER WERE COLLECTED BY THE CENSUS BUREAU AND REORGANIZED FOR THIS STUDY USING HOLLANDS OCCUPATIONAL CLASSIFICATION. CAREER STABILITY INCREASED WITH AGE FOR BOTH SEXES, AND AGE DIFFERENCES PERSISTED EVEN WHEN THE ANALYSES WERE RESTRICTED TO OCCUPATION CHANGERS OR SOCIOECONOMICALLY MOBILE WORKERS. PEOPLE INITIALLY EMPLOYED IN CONSISTANT OCCUPATIONS WERE MORE STABLE THAN THOSE INITIALLY EMPLOYED IN INCONSISTENT OCCUPATIONS. SOME KINDS OF MID-CAREER REDIRECTION WERE MORE COMMON THAN OTHERS. SUGGESTIONS FOR INDUSTRIAL AND COUNSELING APPLICATION AND IMPLICATIONS FOR VOCATIONAL THEORY ARE DISCUSSED. TABLES AND REFERENCES ARE INCLUDED. (AUTHOR/WL)

ERIC: ED133494

515 CAREER SYSTEMS IN STATE HUMAN SERVICE AGENCIES. MANPOWER FOR THE HUMAN SERVICES. JUN 71

KASSEL, MYRNA BORDELON

ILLINOIS STATE DEPT. OF LABOR, CHICAGO, ILL. HUMAN SERVICES MANPOWER CAREER CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 202P.

CAREER LADDERS, CHILD CARE WORKERS, CORRECTIONAL REHABILITATION, EMPLOYMENT OPPORTUNITIES, GUIDELINES, HUMAN SERVICES, MANPOWER DEVELOPMENT, MENTAL HEALTH, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), RESEARCH PROJECTS, STATE AGENCIES,

(CONT.)

515 SUBPROFESSIONALS, HUMAN SERVICES MANPOWER CAREER CENTER
THIS MONOGRAPH IS THE SECOND IN A SERIES SUMMARIZING THE WORK PROGRESS OF THE HUMAN SERVICES MANPOWER CAREER CENTER, A SPECIAL RESEARCH AND DEVELOPMENT PROJECT FUNDED BY THE U. S. DEPARTMENT OF LABOR. THIS VOLUME DESCRIBES THE WORK OF THE CENTER IN DESIGNING CAREER LADDERS AND TRAINING PROGRAMS IN THE AREAS OF CHILD CARE AND CORRECTIONS. ALSO INCLUDED IS A DESCRIPTION OF THE MENTAL HEALTH CAREER LADDER DEVELOPED PRIOR TO THE ESTABLISHMENT OF THE CENTER. FROM THEIR EXPERIENCES IN DEVELOPING THE CAREER LADDERS, THE CENTER HAS EXTRACTED A SET OF GUIDELINES WHICH WOULD BE USEFUL TO OTHER AGENCIES COMMITTED TO THE DEVELOPMENT AND IMPLEMENTATION OF CAREER SYSTEMS IN HUMAN SERVICES AGENCIES, AND THESE ARE PROVIDED IN THE REPORT. TEXTS OF THE CLASS SPECIFICATIONS DEVELOPED FOR EACH OF THE THREE CAREER LADDERS AS WELL AS SOME OF THE MORE SIGNIFICANT RESEARCH FINDINGS ARE APPENDED. OTHER MONOGRAPHS ARE AVAILABLE AS VT 016 354, AND VT 016 356-016 359 IN THIS ISSUE. (SB)
ERIC: ED066571 OFFICE OF RESEARCH AND DEVELOPMENT, U. S. MANPOWER ADMINISTRATION, WASHINGTON, D. C. 20210

516 CAREER THRESHOLDS A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH, VOLUME FIVE. APR 75
ANDRISANI, PAUL;KOHEN, ANDREW I.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 91P.; VOL. 1 OF THE STUDY IS AVAILABLE AS MP 000 718 (ERIC MANPOWER RESEARCH STUDIES); VOLS. 2, 3, AND 4 ARE AVAILABLE AS ED 047 104, ED 054 336, AND ED 074 290
BLUE COLLAR OCCUPATIONS, CAUCASIANS, COLLECTIVE BARGAINING, COMPARATIVE ANALYSIS, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, EMPLOYMENT STATISTICS, LABOR MARKET, LABOR UNIONS, LONGITUDINAL STUDIES, MALES, NEGROES, PARTICIPANT CHARACTERISTICS, RACIAL DIFFERENCES, TABLES (DATA), UNEMPLOYMENT, UNION MEMBERS, WAGES, YOUNG ADULTS, YOUTH EMPLOYMENT
THIS STUDY DEALS WITH THE IMPACT OF COLLECTIVE BARGAINING COVERAGE ON THE 1969-70 LABOR MARKET EXPERIENCE OF YOUNG MEN IN BLUE COLLAR JOBS. SPECIFICALLY EXAMINED IS THE IMPACT OF COLLECTIVE BARGAINING ON FIVE DIMENSIONS OF THE LABOR MARKET EXPERIENCE (1) HOURLY RATE OF PAY, (2) HOURS WORKED PER WEEK, (3) SUSCEPTIBILITY TO UNEMPLOYMENT, (4) DURATION OF UNEMPLOYMENT, AND (5) GROWTH IN HOURLY EARNINGS. ADDITIONALLY, THE RELATIONSHIP BETWEEN COLLECTIVE BARGAINING COVERAGE AND RACIAL DIFFERENTIALS IN THESE DIMENSIONS IS EXPLORED. SECTIONS DEAL WITH GROSS UNION-NONUNION DIFFERENCES IN LABOR MARKET EXPERIENCE; UNION-NONUNION DIFFERENCES IN PERSONAL (INCLUDING EDUCATIONAL BACKGROUND) AND SITUATIONAL CHARACTERISTICS; NET EFFECTS OF COLLECTIVE BARGAINING ON EARNINGS AND LABOR MARKET EXPERIENCE; AND COMPARISON OF RACIAL DIFFERENCES IN THE UNION AND NONUNION SECTORS. DATA ON THE FIVE DIMENSIONS ARE PRESENTED ACCORDING TO MAJOR OCCUPATION GROUP AND RACE. TWO MAJOR CONCLUSIONS ARE (1) COLLECTIVE BARGAINING COVERAGE HAS CONSIDERABLE NET IMPACT ON EARNINGS OF ALL WORKERS STUDIED, AND (2) UNIONIZED BLACKS EXPERIENCE LESS UNEMPLOYMENT THAN NONUNIONIZED BLACKS. APPENDED ARE TABLES SHOWING REGRESSION RESULTS; A 33-ITEM BIBLIOGRAPHY; A GLOSSARY; AN ACCOUNT OF SAMPLE ATTRITION; A DESCRIPTION OF SAMPLING, INTERVIEWING, AND ESTIMATING PROCEDURES; AND THE 22-PAGE CENSUS BUREAU SURVEY INSTRUMENT USED FOR INTERVIEWS IN 1970. (MS)
ERIC: ED111961

517 CAREER THRESHOLDS A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH, VOLUME THREE. MAY 70
KOHEN, ANDREW I.;PARNES, HERBERT S.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 164P.
CAREER CHOICE, EDUCATIONAL STATUS COMPARISON, EMPLOYMENT OPPORTUNITIES, INDIVIDUAL CHARACTERISTICS, LONGITUDINAL STUDIES, MALES, NEGRO EMPLOYMENT, OCCUPATIONAL MOBILITY, SOCIOECONOMIC STATUS, STUDENT ENROLLMENT, YOUTH EMPLOYMENT
THIS PROGRESS REPORT SUMMARIZES THE FINDINGS OF A THIRD ROUND OF INTERVIEWS WITH A COHORT OF YOUNG MEN BETWEEN 14 AND 24 YEARS OF AGE. THESE 1968 INTERVIEWS PROVIDE DATA ON THE CHANGES IN EDUCATIONAL AND EMPLOYMENT STATUS DURING THE 2 YEARS BETWEEN THE FIRST AND THIRD SURVEYS. THE DATA SHOW THAT ABOUT 30 PERCENT OF THOSE IN SCHOOL BOTH YEARS REVISED THEIR EDUCATIONAL GOALS. REVISION OF OCCUPATIONAL ASPIRATIONS WAS FOUND TO BE STRONGLY ASSOCIATED WITH DISCONTINUATION OF FORMAL SCHOOLING. EXAMINATION OF NET CHANGES IN LABOR FORCE PARTICIPATION AND UNEMPLOYMENT RATES BETWEEN THE FIRST AND THIRD SURVEYS SHOWED THAT VERY LITTLE OF THE INCREASE IN PARTICIPATION AND DECREASE IN UNEMPLOYMENT WAS ATTRIBUTABLE TO LABOR MARKET CONDITIONS. AN EXCEPTION WAS A RISE IN UNEMPLOYMENT AMONG STUDENTS, APPARENTLY DUE TO A DEPRESSED LABOR MARKET IN 1968. IN GENERAL, LEAVING SCHOOL AND AGING HAD THE EXPECTED POSITIVE EFFECTS ON PARTICIPATION. VOLUMES ONE AND TWO OF THE STUDY ARE AVAILABLE AS MP 000 718 AND ED 047 104 RESPECTIVELY. (BH)
ERIC: ED054336

518 CAREER THRESHOLDS A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH, VOLUME TWO. OCT 70
ZELLER, FREDERICK A.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 161P.
CAREER CHOICE, ECONOMIC FACTORS, EDUCATIONAL STATUS COMPARISON, ENTRY WORKERS, LONGITUDINAL STUDIES, MALES, OCCUPATIONAL MOBILITY, SOCIOECONOMIC INFLUENCES,

(CONT.)
518 SOCIOECONOMIC STATUS, STUDENT ENROLLMENT, YOUTH EMPLOYMENT
THIS PROGRESS REPORT SUMMARIZES THE FINDINGS OF A SECOND ROUND OF INTERVIEWS WITH A COHORT OF YOUNG MEN BETWEEN 14 AND 24 YEARS OF AGE. THESE 1967 INTERVIEWS PROVIDE DATA ON THE MAGNITUDE AND PATTERNS OF CHANGES IN EDUCATIONAL AND EMPLOYMENT STATUS DURING THE 12 MONTHS FOLLOWING THE FIRST ROUND OF INTERVIEWS. THE DATA SUGGEST THAT FAMILY INCOME AND OTHER MEASURES OF SOCIOECONOMIC STATUS HAVE A LARGE EFFECT ON THE DECISION TO REMAIN IN SCHOOL OR RETURN AFTER DROPPING OUT, ESPECIALLY FOR THE TRANSITION FROM HIGH SCHOOL TO COLLEGE. DURING THE PERIOD BETWEEN INTERVIEWS, LABOR FORCE PARTICIPATION INCREASED SUBSTANTIALLY, WITH A MODERATE REDUCTION IN SUSCEPTIBILITY TO UNEMPLOYMENT, MEASURED WHILE HOLDING DEMAND CONDITIONS CONSTANT. THE LARGE NUMBER OF JOB CHANGES OCCURRING AMONG THE COHORT ARE CONSISTANT WITH PREVIOUS STUDIES OF ENTRY WORKERS. NOTING THAT THESE SHIFTS DIMINISH WITH AGE WITHIN THE COHORT, THE STUDY CONCLUDES THAT THESE EARLY ADJUSTMENTS CONTRIBUTE TO EMPLOYMENT STABILITY. THE FIRST REPORT IS AVAILABLE AS MP 000 718. SIMILAR STUDIES ON OTHER POPULATION SUBSETS ARE AVAILABLE AS ED 026 525, ED 039 331, AND ED 043 755. (BH)
ERIC: ED047104

519 CAREER THRESHOLDS A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH, VOLUME 4. JAN 73
KOHEN, ANDREW I.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 206P.
CAREER CHANGE, CAREER CHOICE, ECONOMIC FACTORS, EDUCATIONAL CHANGE, EDUCATIONAL STATUS COMPARISON, EMPLOYMENT, LABOR FORCE, LONGITUDINAL STUDIES, MALES, OCCUPATIONAL ASPIRATION, OCCUPATIONAL MOBILITY, OUT OF SCHOOL YOUTH, SOCIOECONOMIC STATUS, UNEMPLOYMENT, WAGES, YOUTH EMPLOYMENT
THIS STUDY IS BASED ON DATA COLLECTED IN THE FIRST THROUGH FOURTH STAGES OF A 5-YEAR LONGITUDINAL STUDY OF 5,225 YOUNG MEN IN THE NATIONAL CIVILIAN NONINSTITUTIONAL POPULATION WHO WERE 14 TO 24 YEARS OF AGE AT THE TIME OF THE INITIAL (AUTUMN 1966) INTERVIEW. THE PURPOSE OF THIS PROGRESS REPORT IS TO DESCRIBE THE MAGNITUDES AND PATTERNS OF CHANGE IN PERSONAL CHARACTERISTICS AND IN EDUCATIONAL AND LABOR MARKET STATUS THAT HAVE OCCURRED DURING THE THREE YEARS BETWEEN THE INITIAL AND FOURTH SURVEYS AND BETWEEN THE SECOND AND FOURTH SURVEYS. ANALYSIS OF 1969 INTERVIEW DATA FROM APPROXIMATELY 75 PERCENT OF THE ORIGINAL SAMPLE SUGGEST THAT (1) HIGH SCHOOL GRADUATES AND DROPOUTS CAN BE DISTINGUISHED BY BEHAVIORAL, EXPERIENTIAL, AND ATTITUDINAL DIFFERENCES, (2) INTERFIRM MOVEMENT (CHANGE IN EMPLOYER) BY OUT-OF-SCHOOL YOUTH DECLINED SHARPLY WITH INCREASING JOB TENURE, (3) A SUBSTANTIAL AMOUNT OF OCCUPATIONAL MOVEMENT OCCURRED AMONG OUT-OF-SCHOOL YOUTH, (4) A SUBSTANTIAL RESIDUE OF UNREALITY IS EXHIBITED IN THE YOUNG MENS OCCUPATIONAL ASPIRATIONS, (5) PATTERNS OF CHANGE REFLECT THE OCCUPATIONAL PROGRESS EXPECTED AS CAREERS UNFOLD, (6) INSTABILITY OF EDUCATIONAL AND OCCUPATIONAL GOALS WERE EXHIBITED, AND (7) THE SOCIOECONOMIC GAP BETWEEN BLACK AND WHITE YOUTH WAS WIDER IN 1969 THAN WHEN THESE MEN FIRST LEFT SCHOOL. VOLUMES 2 AND 3 ARE AVAILABLE AS ED 047 104 AND ED 054 336, RESPECTIVELY. (SB)
ERIC: ED074280

520 CAREER THRESHOLDS LONGITUDINAL STUDIES OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCES OF YOUNG MEN, VOLUME SIX. MAR 77
KOHEN, ANDREW I.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 333P.; FOR RELATED VOLUMES SEE MP 000 718 (ERIC MANPOWER RESEARCH STUDIES), ED 047 104, ED 054 336, ED 074 280, AND ED 111 961 ; PARTS OF APPENDICES MAY BE MARGINALLY LEGIBLE DUE TO PRINT QUALITY OF ORIGINAL
ADULTS, CAREER EDUCATION, EDUCATIONAL EXPERIENCE, EDUCATIONAL TRENDS, EMPLOYMENT EXPERIENCE, EMPLOYMENT TRENDS, INDIVIDUAL DIFFERENCES, JOB TRAINING, LABOR MARKET, LONGITUDINAL STUDIES, MALES, MILITARY SERVICE, OCCUPATIONAL ASPIRATION, OCCUPATIONAL MOBILITY, RACIAL DIFFERENCES, SOCIOECONOMIC INFLUENCES, SOCIOECONOMIC STATUS, UNEMPLOYMENT, WORK EXPERIENCE, YOUNG ADULTS, YOUTH EMPLOYMENT, CIVILIANS
THIS VOLUME FOCUSES ON YOUNG MEN WHOSE AGES SPAN THE YEARS OF TRANSITION FROM ADOLESCENCE TO ADULTHOOD, AND ANALYZES A NUMBER OF FACETS OF THEIR EDUCATIONAL AND LABOR MARKET EXPERIENCES OVER THE PERIOD FROM 1966 TO 1971. IT IS BASED ON DATA FROM THE NATIONAL LONGITUDINAL SURVEYS, COLLECTED BY ANNUAL PERSONAL INTERVIEWS WITH THE SAME NATIONAL SAMPLE OF YOUNG MEN. DATA INCLUDE A DETAILED RECORD OF EDUCATIONAL EXPERIENCE, INFORMATION CONCERNING FIRST JOB AFTER LEAVING SCHOOL, A DETAILED WORK HISTORY DURING THE SURVEY PERIOD, AND INFORMATION ABOUT SOCIAL, PSYCHOLOGICAL, AND ECONOMIC CHARACTERISTICS OF THE RESPONDENTS THAT ARE HYPOTHESIZED TO INFLUENCE LABOR MARKET BEHAVIOR. CHAPTER 1 PROVIDES AN OVERVIEW OF THE 5-YEAR PERIOD. CHAPTER 2 EXPLORES THE FACTORS RELATED TO THE LEVELS OF EDUCATIONAL AND OCCUPATIONAL ASPIRATIONS EXPRESSED BY THOSE YOUTH WHO WERE IN HIGH SCHOOL AT THE BEGINNING OF THE 5-YEAR PERIOD. CHAPTER 3 ANALYZES THE EFFECTS OF VARIOUS FORMS OF INVESTMENT IN HUMAN CAPITAL ON AN INDIVIDUALS LABOR MARKET POSITION. CHAPTER 4 FOCUSES ON OCCUPATIONAL MOBILITY. CHAPTER 5 EXAMINES THE UNEMPLOYMENT EXPERIENCE OF MALE YOUTH, AND CHAPTER 6 DISCUSSES THE IMPACT OF MILITARY SERVICE ON A YOUTHS SUBSEQUENT LABOR MARKET EXPERIENCE. SUMMARY AND CONCLUSIONS ARE INCLUDED IN EACH CHAPTER. APPENDIXES CONTAIN SUPPLEMENTARY TABLES AND INSTRUMENTS USED IN THE STUDIES. (TA)
ERIC: ED138831

521 CAREER THRESHOLDS. VOLUME VI. LONGITUDINAL STUDIES OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCES OF YOUNG MEN MAR 77
KOHEN, ANDREW I.;GRASSO, JOHN T.;MEYERS, STEVEN C.;SHIELDS, PATRICIA M
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-83-39-72-21
NOTES: REPT. FOR 1966-71 360P
YOUTHS, CAREER DEVELOPMENT, NTISLABPEU
VOLUME SIX IN A SERIES OF REPORTS ON A NATIONAL LONGITUDINAL SAMPLE OF YOUNG MEN ANALYZES SIX YEARS OF LABOR MARKET EXPERIENCE FOR RESPONDENTS WHO WERE INTERVIEWED ANNUALLY FROM 1966-1971. IN 1971 THE RESPONDENTS WERE AGES 19-29 AND THEREFORE MANY HAD MADE IMPORTANT DECISIONS ABOUT THE WORLD OF WORK THEY WOULD ENTER OR HAD ALREADY ENTERED. VOLUME SIX ANALYZES SEVERAL INTERRELATED ASPECTS OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCES OF YOUNG MEN AND DIFFERS FROM EARLIER VOLUMES SINCE IT NEITHER TRIES TO COVER ALL ASPECTS OF THE DATA COMPREHENSIVELY NOR FOCUS ON A SINGLE TOPIC. INDIVIDUAL CHAPTERS ANALYZE PROCESSES OF GOAL FORMATION AND REVISION, THE ACCUMULATION OF HUMAN CAPITAL, THE CONSEQUENCES OF OCCUPATIONAL MOBILITY, DIMENSIONS OF YOUTH UNEMPLOYMENT, AND THE DETERMINANTS AND CONSEQUENCES OF MILITARY SERVICE DURING THE VIETNAM ERA.
NTIS: PB-266 221/1ST NTIS PRICES PC A16/MF A01

522 CAREER TRAINING BY CONTRACT JUL 73
WUEHLE, EDWIN E.
AMERICAN EDUCATION;9(6):23-6
VOCATIONAL EDUCATION, ON THE JOB TRAINING, WORK EXPERIENCE PROGRAMS, BUSINESS RESPONSIBILITY, JOB TRAINING, SCHOOL DISTRICT SPENDING, FEDERAL AID, EMPLOYMENT PROGRAMS
UNABLE TO AFFORD A STANDARD VOCATIONAL EDUCATION PROGRAM, A SMALL TOWN MICHIGAN SCHOOL ENLISTS LOCAL BUSINESS FIRMS TO FILL THE GAP. (EDITOR)
ERIC: EJ081800

523 CAREER TRANSITIONS THE DEMAND FOR COUNSELING. VOLUME 1. 76
ARBEITER, SOLOMON;AND OTHERS
COLLEGE ENTRANCE EXAMINATION BOARD, NEW YORK, N.Y.; POLICY STUDIES IN EDUCATION, NEW YORK, N.Y. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C. EDUCATION AND WORK GROUP.
CONTRACT NO. 400-76-0002
NOTES: 73P.; FOR RELATED DOCUMENT SEE CG 011 896
ADULT COUNSELING, CAREER CHANGE, CAREER CHOICE, CAREER OPPORTUNITIES, CAREER PLANNING, COUNSELING SERVICES, EMPLOYMENT OPPORTUNITIES, JOB SEARCH METHODS, OCCUPATIONAL GUIDANCE, SURVEYS, VOCATIONAL COUNSELING, WORKING WOMEN
THIS IS A REPORT OF A SURVEY OF THE CAREER GUIDANCE AND COUNSELING NEEDS OF 401 REPRESENTATIVE IN-TRANSITION ADULTS IN THE UNITED STATES. NONE WERE FULL-TIME STUDENTS, AND ALL WERE EITHER UNDERGOING OR ANTICIPATING JOB OR CAREER CHANGES. THE SURVEY DETERMINED THAT 36% OF THE AMERICAN POPULATION BETWEEN THE AGES OF 16 AND 65 IS IN A CAREER TRANSITION STATUS, AND THESE ADULTS ARE PREDOMINANTLY FEMALE, WHITE, BETWEEN 20 AND 39 YEARS OF AGE, AND MARRIED WITH ONE TO THREE CHILDREN LIVING AT HOME. ADULTS IN TRANSITION WANT CAREER SERVICES OF ALL TYPES, BUT ARE MOST INTERESTED IN SPECIFIC INFORMATION ON JOBS, CAREERS, OR EDUCATIONAL OPPORTUNITIES. OF ALL ADULTS, THE LEAST EDUCATED EXPRESS THE GREATEST INTEREST IN SERVICES AND ARE WILLING TO PAY FOR THEM. THE ADULTS WERE ASKED TO INDICATE THEIR DEGREE OF INTEREST IN VARIOUS TYPES OF SERVICES INFORMATION, COUNSELING, GUIDANCE AND TRAINING. GENERALLY SPEAKING, WHEN GIVEN THE CHOICE AS TO WHAT KIND OF HELP THEY WANTED WITH A PARTICULAR TOPIC, ADULTS PREFERRED INFORMATION TO THE OTHER THREE SERVICES. (PFS)
ERIC: ED143993

524 CAREER TRANSITIONS THE DEMAND FOR COUNSELING. VOLUME 2. DEC 76
ARBEITER, SOLOMON;AND OTHERS
COLLEGE ENTRANCE EXAMINATION BOARD, NEW YORK, N.Y.; POLICY STUDIES IN EDUCATION, NEW YORK, N.Y. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C. EDUCATION AND WORK GROUP.
CONTRACT NO. 400-76-0002
NOTES: 93P.; FOR RELATED DOCUMENT SEE CG 011 897
ADULT COUNSELING, CAREER CHANGE, CAREER CHOICE, CAREER PLANNING, COUNSELING SERVICES, EMPLOYMENT OPPORTUNITIES, JOB SEARCH METHODS, OCCUPATIONAL GUIDANCE, SURVEYS, TELEPHONE COMMUNICATION SYSTEMS, VOCATIONAL COUNSELING, WORKING WOMEN
THIS IS THE REPORT OF A FOLLOW-UP STUDY OF 400 RANDOMLY SELECTED FORMER CLIENTS OF THE CAREER EDUCATION PROJECT (CEP). CEP WAS AN INNOVATIVE PROGRAM, FUNDED BY NIE, WHICH OFFERED TELEPHONE COUNSELING TO HOME-BASED ADULTS IN PROVIDENCE, RHODE ISLAND. CEP ATTRACTED AND SERVED CLIENTS WHO WERE PREDOMINANTLY FEMALE, WHITE, AND 20-34 YEARS OLD. THEY WERE MOST LIKELY TO BE MARRIED WITH ONE OR TWO CHILDREN AT HOME, WITH INCOMES OF $5000-15,000, OF VARIED EDUCATIONAL ATTAINMENT. THE FEW MALES USING THE SERVICE WERE SINGLE, UNDER 30, WITH INCOMES OF LESS THAN $10,000 A YEAR. CEP CLIENTS WERE OVERWHELMINGLY SATISFIED WITH THE SERVICE THEY RECEIVED, WITH THEIR COUNSELORS, AND WITH THE TELEPHONE AS A MEDIUM OF COMMUNICATION. THEY FELT THE PROJECT HAD HELPED THEM ACCOMPLISH THEIR GOALS, IMPROVE THEIR SITUATIONS, AND DEVELOP MORE SELF-CONFIDENCE. THE TYPE OF COUNSELING CONSIDERED MOST VALUABLE WAS IN THE AREA OF SELF-EVALUATION, GOAL SETTING, AND CAREER DECISION MAKING. ABOUT HALF THE CLIENTS INDICATED THEY WOULD BE WILLING TO PAY FOR THE SERVICES THEY HAD RECEIVED, BUT ONLY A FEW WOULD AGREE TO PAY MORE THAN $25. (PFS)
ERIC: ED143992

525 A CAREER-ORIENTED, FREE-FLOW, PEER-INSTRUCTIONAL SYSTEM. PROFESSIONAL PAPER 6-73. JUN 73
HUNGERLAND, JACKLYN E.
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA.
NOTES: 14P.; PAPER PRESENTED TO THE STATEWIDE ADMINISTRATIVE STAFF OF THE CALIFORNIA BUREAU OF BUSINESS EDUCATION (LOS ANGELES, CALIFORNIA, JANUARY 5, 1972)
BUSINESS EDUCATION, CAREER EDUCATION, CAREER PLANNING, INDIVIDUALIZED INSTRUCTION, INSTRUCTIONAL SYSTEMS, JOB SKILLS, LEARNING PROCESSES, OFFICE PRACTICE, PEER TEACHING, PROGRAMED INSTRUCTION, SECONDARY EDUCATION, SIMULATED ENVIRONMENT, SIMULATION, SKILL DEVELOPMENT, SYSTEMS APPROACH, TEACHING TECHNIQUES, CALIFORNIA
THIS MODEL INSTRUCTIONAL SYSTEM, DEVELOPED FOR THE OFFICE CLUSTER OF BUSINESS OCCUPATIONS BUT HAVING RELEVANCE FOR OTHER CURRICULA, IS AN APPROACH TO MODERNIZING OFFICE EDUCATION. SINCE THERE WAS A NEED FOR IMMEDIATE JOB RELEVANCE OF INSTRUCTION AND AN INTEGRATED CAREER PROGRESSION, THE INSTRUCTIONAL SYSTEM IS DESIGNED TO BE CAREER- AND PERFORMANCE-ORIENTED, WITH SELF-PACING AND INDIVIDUALIZED INSTRUCTION, HAVING IMMEDIATE AND DETAILED FEEDBACK TO STUDENTS AND SYSTEM MANAGERS. THROUGH A SYSTEMATIC USE OF PEER INSTRUCTION IN JOB SIMULATION, THE NEED FOR ADDITIONAL TEACHERS AND INSTRUCTIONAL MATERIALS IS ELIMINATED; PEER INSTRUCTION IS ALSO A LOW-RISK, HIGH-RETURN INSTRUCTIONAL MEDIUM. QUALITY CONTROL IN USING THE PEER-INSTRUCTIONAL SYSTEM IS THE RESPONSIBILITY OF THE QUALIFIED TEACHER. ESTABLISHMENT OF FLEXIBLE MANAGERIAL CAPABILITIES WITHIN THE SYSTEM ALLOWS FOR EFFICIENT USE OF FACILITIES AND EQUIPMENT, AND PRECLUDES THE NEED FOR ADDITIONAL EXPENDITURES IN THIS DIRECTION. IN ADDITION, THIS FLEXIBILITY PROVIDES EASE OF MANAGEMENT IN ADJUSTING THE SYSTEM TO ACCOMMODATE INCREASES OR DECREASES IN STUDENT POPULATION AND IN THE TYPE AND DEPTH OF CURRICULUM. A FLOW CHART OF THE SYSTEM IS PROVIDED. (TA)
ERIC: ED130052

526 CAREEROGRAMS FOR PROJECT CAREERS 122 OCCUPATIONS. DEC 74
CHRISTIANO, THOMAS
PROJECT CAREER, RANDOLPH, MASS.
NOTES: 141P.; FOR RELATED DOCUMENTS, SEE CE 007 961-962 AND CE 008 668
ADULT EDUCATION, CAREER EDUCATION, CAREER EXPLORATION, CAREERS, CHARTS, JOB ANALYSIS, MANUALS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, SECONDARY EDUCATION, MASSACHUSETTS, PROJECT CAREER
PART OF THE PROJECT CAREER GUIDANCE COMPONENT, THIS MANUAL PRESENTS CAREER PREPARATION ANALYSIS CHARTS CALLED CAREEROGRAMS, VISUAL DEVICES WHICH SYNTHESIZE INFORMATION CONTAINED IN THE DICTIONARY OF OCCUPATIONAL TITLES (DOT) AND THE OCCUPATIONAL OUTLOOK HANDBOOK. DESIGNED FOR USE BY COUNSELORS OF HIGH SCHOOL STUDENTS OR ADULTS, THE CAREEROGRAMS PRESENT ABSTRACTED OCCUPATIONAL INFORMATION IN CHART FORM, AND ARE ARRANGED IN 15 OCCUPATIONAL CLUSTERS AGRIBUSINESS AND NATURAL RESOURCES, BUSINESS AND OFFICE, COMMUNICATIONS AND MEDIA, CONSTRUCTION, CONSUMER AND HOMEMAKING, ENVIRONMENT, FINE ARTS AND HUMANITIES, HEALTH, HOSPITALITY AND RECREATION, MANUFACTURING, MARINE SCIENCE, MARKETING AND DISTRIBUTION, PERSONAL SERVICES, PUBLIC SERVICE, AND TRANSPORTATION. FOR EACH OCCUPATION, THE ADDITIONAL JOB TITLES, JOB DEFINITION, HOURS, AVERAGE EARNINGS, TOTAL EDUCATION AND TRAINING REQUIREMENTS, HIGH SCHOOL COURSES OF STUDY, APTITUDES, PHYSICAL DEMANDS, INTERESTS, AND TEMPERAMENT ARE GIVEN. (TA)
ERIC: ED130122

527 CAREERS A DIRECTORY OF VOCATIONAL AND TECHNICAL TRAINING RESOURCES IN OREGON. 73
WARD, DALE E., ED.
OREGON COMMISSION ON CAREER EDUCATION.
NOTES: 96P.; A COOPERATIVE PROJECT OF THE PUBLIC AND PRIVATE VOCATIONAL, TECHNICAL AND COUNSELING RESOURCES IN OREGON
CAREER CHOICE, CAREER EDUCATION, CAREER OPPORTUNITIES, CAREER PLANNING, DIRECTORIES, EMPLOYMENT OPPORTUNITIES, JOB APPLICATION, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SELF EVALUATION, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, OREGON
CAREERS IS A PUBLICATION WHICH PRESENTS A SYSTEMATIC APPROACH TO THE SELECTION OF A CAREER AND OCCUPATION, STRESSING THE BELIEF THAT LAUNCHING A CAREER BEGINS WITH SELF-APPRAISAL, CONTINUES WITH CAREER SELECTION AND JOB TRAINING AND CONCLUDES WITH JOB ENTRY. IT IS A STEP-BY-STEP OUTLINE OF THE WAY TO FIND THE RIGHT JOB AND WHERE TO OBTAIN THE TRAINING NEEDED. STEP 1--GETTING TO KNOW YOURSELF--IS A PERSONAL INVENTORY IN TERMS OF WORK, EDUCATION, AND HOBBIES. EACH OF THESE AREAS IS ANALYZED IN TERMS OF IDENTIFYING JOB RELATED ABILITIES. STEP 2--PICKING THE RIGHT CAREER--LISTS JOB DESCRIPTIONS WITH REFERENCE TO THE PRESENT OREGON LABOR MARKET, APTITUDES, ATTITUDES, AND ABILITIES NEEDED, THE OREGON EMPLOYMENT OUTLOOK, TRAINING NEEDED, AND LOCATIONS FOR THE NECESSARY TRAINING. IN STEP 3--CHOOSING THE RIGHT TRAINING SCHOOL--GENERAL INFORMATION, ADMISSION POLICY AND PROCEDURES, PROGRAMS, STUDENT SERVICES, AND LOCATION ARE DISCUSSED FOR 16 TRAINING PROGRAMS. A DIRECTORY OF VOCATIONAL TRAINING PROGRAMS IN OREGON IS INCLUDED. FINALLY THE FOURTH STEP IS DISCUSSED--GETTING THE JOB YOU WANT. INFORMATION INCLUDES WHAT A RESUME SHOULD CONTAIN AND HOW TO PREPARE FOR A GOOD INTERVIEW. THE NINE APPENDIXES PROVIDE ADDITIONAL INFORMATION RELATED TO THE PROCESS OF CAREER SELECTION. (3P)
ERIC: ED101091 GRAPHIC ARTS CENTER, 2000 N. W. WILSON STREET, PORTLAND, OREGON 97209 ($1.95)

528 CAREERS AND A SENSE OF JUSTICE IN MID-LIFE JUN 77
BEATLING, JOHN H.
VOCATIONAL GUIDANCE QUARTERLY:25:4:303-308

(CONT.)

528 CAREER CHANGE, VOCATIONAL DEVELOPMENT, COGNITIVE DEVELOPMENT, MORAL VALUES, DEVELOPMENTAL STAGES, CAREER CHOICE, MIDDLE AGED, STATE OF THE ART REVIEWS, DEVELOPMENTAL PSYCHOLOGY
RESEARCH SHOWS THE CLOSE RELATIONSHIP BETWEEN COGNITIVE DEVELOPMENT AND CHANGES IN MORAL JUDGMENTS. THIS RELATIONSHIP EXPLAINS SOME OF THE CRISES OF MID-LIFE CAREER CHANGE. (AUTHOR)
ERIC: EJ160268

529 CAREERS FOR THE SEVENTIES THE ULTIMATE DETAILED AND DECADE-LONG PROJECTIONS OF JOB PROSPECTS AND NUMBERS OF OPENINGS IN DOZENS OF CAREER CATEGORIES SPR 73
CONTACT:4:8:51-56
EMPLOYMENT PROJECTIONS, EMPLOYMENT OPPORTUNITIES, CAREER OPPORTUNITIES, OCCUPATIONAL SURVEYS, COLLEGE GRADUATES, EMPLOYMENT PATTERNS, OCCUPATIONS, LABOR ECONOMICS, JOB MARKET, MANPOWER NEEDS
PRESENTS MATERIAL ADAPTED FROM THE OCCUPATIONAL OUTLOOK HANDBOOK IN BRIEF, PREPARED BY THE U.S. DEPARTMENT OF LABOR: THE BUREAU OF LABOR STATISTICS ASSESSMENT OF THE 1980 OCCUPATIONAL AND INDUSTRIAL OUTLOOK IS BASED ON A PROJECTED LABOR FORCE OF 100,700,000 IN 1980. (JM)
ERIC: EJ079393

530 CAREERS FOR WOMEN IN ACCOUNTING SEP 76
RAYBURN, LETRICIA GAYLE
JOURNAL OF EMPLOYMENT COUNSELING:3:3:134-139
WORKING WOMEN, EMPLOYER ATTITUDES, ACCOUNTING, EMPLOYMENT OPPORTUNITIES, SEX DISCRIMINATION, FEMALES, RESEARCH PROJECTS, EMPLOYMENT COUNSELORS, VOCATIONAL COUNSELING, CAREER PLANNING
THIS SURVEY SHOWED THAT MOST ACCOUNTING FIRMS ARE EITHER ACTIVELY TRYING TO SOLVE THE PROBLEM OF DISCRIMINATION OR ARE AT LEAST INTERESTED IN SEEKING SOLUTIONS. SOME COMPANIES INDICATED THAT THEY WOULD HIRE MORE WOMEN COLLEGE GRADUATES IF THEY WERE QUALIFIED ACCOUNTANTS. (AUTHOR)
ERIC: EJ151039

531 CAREERS FOR WOMEN IN THE 70S. 73
EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C. WOMENS BUREAU.
CONTRACT NO. 16
CAREER OPPORTUNITIES, WORKING WOMEN, FEMALES, LABOR FORCE, MANPOWER NEEDS, LABOR MARKET, EMPLOYMENT OPPORTUNITIES, DEMAND OCCUPATIONS, CAREERS, CAREER PLANNING, OCCUPATIONS, OCCUPATIONAL ASPIRATION, VOCATIONAL COUNSELING, OCCUPATIONAL GUIDANCE
WOMENS OPPORTUNITIES FOR EMPLOYMENT WILL BE DIRECTLY RELATED TO THEIR LEVEL OF SKILL AND EXPERIENCE BUT ALSO TO THE LABOR MARKET DEMANDS THROUGH THE REMAINDER OF THE DECADE. THE NUMBER OF WORKERS NEEDED FOR ALL MAJOR OCCUPATIONAL CATEGORIES IS EXPECTED TO INCREASE BY ABOUT ONE-FIFTH BETWEEN 1970 AND 1980, BUT THE GROWTH RATE WILL VARY BY OCCUPATIONAL GROUP. PROFESSIONAL AND TECHNICAL WORKERS ARE EXPECTED TO HAVE THE HIGHEST PREDICTED GROWTH RATE (39 PERCENT), FOLLOWED BY SERVICE WORKERS (35 PERCENT), CLERICAL WORKERS (26 PERCENT), SALES WORKERS (24 PERCENT), CRAFTSMEN AND FOREMEN (20 PERCENT), MANAGERS AND ADMINISTRATORS (19 PERCENT), AND OPERATIVES (11 PERCENT). THIS PUBLICATION CONTAINS A BRIEF DISCUSSION AND EMPLOYMENT INFORMATION CONCERNING OCCUPATIONS FOR PROFESSIONAL AND TECHNICAL WORKERS, MANAGERS AND ADMINISTRATORS, SKILLED TRADES, SALES WORKERS, CLERICAL WORKERS, AND SERVICE WORKERS. IN ORDER FOR WOMEN TO TAKE ADVANTAGE OF INCREASED LABOR MARKET DEMANDS, EMPLOYER ATTITUDES TOWARD WORKING WOMEN NEED TO CHANGE AND WOMEN MUST (1) RECEIVE BETTER CAREER PLANNING AND COUNSELING, (2) CHANGE THEIR CAREER ASPIRATIONS, AND (3) FULLY UTILIZE THE SOURCES OF LEGAL PROTECTION AND ASSISTANCE WHICH ARE AVAILABLE TO THEM. (SB)
AIM/ARM: VT020693 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (CAT. = L36.102 C18 PRICE $.35)

532 CARPENTER (CONST.) 860.381--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CARPENTERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059289

533 CARPENTRY. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 26P.; FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CARPENTERS, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, CARPENTRY, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE CARPENTRY TRADE AS RECOMMENDED BY THE SUCCESSFUL CARPENTER. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A CARPENTER OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN CARPENTRY WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY, BLUEPRINT READING AND PLANNING, LABOR AND MATERIAL ESTIMATING, BUILDING SITE LAYOUT, FOOTING AND FOUNDATION, FRAMING--FLOORS, FRAMING--WALLS, FRAMING--CEILING AND ROOF, FINISH WORK, TOOLS AND EQUIPMENT, COMPLETION TASKS, AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED126568

534 CARPET LAYER (RET. TR.) 7-59.220; LINOLEUM LAYER (CONST.; RET. TR.) 5-32.732--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FLOORING, FLOOR LAYERS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062447

535 CARTER MELTS A BIT ON THE MINIMUM WAGE 1977
BUSINESS WEEK, NO.2485, MAY 30, 1977, P. 30.
AFL-CIO, ECONOMICS, GOVERNMENT POLICY, INFLATION, LEGISLATION, MINIMUM WAGE, POLITICAL RISK, UNEMPLOYMENT, UNIONS
IN HIS DESIRE TO MAINTAIN WHAT IS LEFT OF THE GOODWILL OF THE LABOR UNIONS, PRESIDENT CARTER MAY AGREE TO A SUBSTANTIAL INCREASE IN THE MINIMUM WAGE. AN INTERNAL STRUGGLE IN THE ADMINISTRATION MAY DETERMINE CARTERS ULTIMATE DECISION.
MGMT: BWE77E3030-1

536 CARTER SHAPES UP A NEW DEAL 1976
BUSINESS WEEK, NO.2442, JULY 26, 1976, P. 40-41.
ECONOMIC PLANNING, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT BUREAUCRACY, GOVERNMENT REGULATION, GOVERNMENT SPENDING, POLITICS, PUBLIC ADMINISTRATION, PUBLIC WELFARE, TAX REFORM
JIMMY CARTER, IF ELECTED, WOULD EMBARK ON PLANS FOR A FULL- EMPLOYMENT PROGRAM, AN INCOMES POLICY, ECONOMIC PLANNING, GOVERNMENT REORGANIZATION, TAX OVERHAUL, NATIONAL HEALTH INSURANCE, WELFARE REFORM AND A GENERAL TRANSFORMATION OF AMERICAS ECONOMY.
MGMT: BWE76G2640

537 CARTERS HARD LINE ON WATER PROJECTS 1977
BUSINESS WEEK, NO.2481, MAY 2, 1977, P. 25-26.
CONSERVATION, CONSTRUCTION INDUSTRY, COST BENEFIT ANALYSIS, ECONOMICS, FINANCIAL RATIOS, GOVERNMENT POLICY, GOVERNMENT PROGRAMS, GOVERNMENT REGULATION, GOVERNMENT SPENDING, INTEREST RATES, UNEMPLOYMENT
WITH THE HIGH COST OF WATER PROJECTS JOBS FUTURE WATER POLICY MUST BE WISELY MANAGED WITH CONSERVATION IN MIND ACCORDING TO PRESIDENT CARTER WHO WILL PROBABLY NOT BE AUTHORIZING MANY HUGE FEDERAL PROJECTS. HE IS ASKING FOR A REALISTIC INTEREST RATE IN COST BENEFIT ANALYSIS OF SUCH PROJECTS.
MGMT: BWE77E0225

538 CARTERS NEW DRIVE TO HOLD THE CENTER 1976
BUSINESS WEEK, NO.2450, SEPT 20, 1976, P. 90.
AFL-CIO, ECONOMIC GROWTH, ECONOMICS, FEDERAL BUDGET, GOALS AND OBJECTIVES, HEALTH INSURANCE, INFLATION, POLITICS, UNEMPLOYMENT, UNITED STATES
ATTEMPTS TO PUT A MORE CENTRIST CAST ON THE CARTER CAMPAIGN ARE REVIEWED. THE CARTER CAMPAIGNS ECONOMIC GOALS ARE EXPLORED.
MGMT: BWE76I2090

539 CARTERS SPECTRUM OF ECONOMIC ADVISERS 1976
BUSINESS WEEK, NO.2430, MAY 3, 1976, P. 67.
ECONOMIC PLANNING, ECONOMICS, TAXATION, UNEMPLOYMENT, WOMEN
JIMMY CARTER HAS A GOOD SHARP MIND AND SOCIAL INSTINCTS ACCORDING TO ECONOMIST LAWRENCE KLEIN, AND HIS TEAM OF ECONOMIC ADVISERS REPRESENT A SPECTRUM OF ECONOMIC IDEOLOGIES. A POSITION PAPER PREPARED BY THE TEAM EMPHASIZES A PROGRAM FOR MEETING NATIONAL NEEDS.
MGMT: BWE76E0367

540 CARTERS TURN TO STIMULATE THE RECOVERY 1976
BUSINESS WEEK, NO.2458, NOV 15, 1976, P. 40-42.
ECONOMIC TRENDS, HEALTH INSURANCE, JOB TRAINING, POLITICS, PUBLIC ADMINISTRATION, REORGANIZATION, UNEMPLOYMENT
IN ORDER FOR CARTER TO REACH HIS GOAL OF AN ECONOMIC GROWTH OF 5.5% ANNUALLY, THE CURRENT ECONOMIC LULL MUST END. HE HE MUST BE ABLE TO RESIST POLITICAL PRESSURE FROM COALITIONS, AND A COMPROMISE BETWEEN INCREASING PUBLIC JOBS AND THE PRIVATE SECTOR JOBS MUST BE FOUND. CARTER IS COMMITTED TO TRAINING PROGRAMS FOR JOBS, NATIONAL HEALTH INSURANCE WITH SOME PROVISION FOR PRIVATE ENTERPRISE, AND REORGANIZATION OF THE FEDERAL GOVERNMENT.
MGMT: BWE76K1540

541 THE CASE AGAINST THE HUMPHREY-HAWKINS BILL 1976
WEIDENBAUM, M.L.
CHALLENGE, VOL.19, NO.4, SEPT-OCT 1976, P. 21-23.
ECONOMIC PLANNING, ECONOMIC THEORY, ECONOMICS, FULL EMPLOYMENT, INFLATION, LEGISLATION, UNEMPLOYMENT
CRITIQUE OF HUMPHREY-HAWKINS BILL USING ECONOMIC CONCEPTS CONCLUDES THAT MANY OF THE ASSUMPTIONS IN THE BILL ARE UNREALISTIC.
MGMT: CHA76I0021

542 CASE COVERER (JEWELRY CASES; LEATHER PROD.) 6-62.401; LINER (JEWELRY CASES LEATHER PROD.) 6-62.402--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 61
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, HAND TOOLS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CASE COVERER, GATB, GENERAL APTITUDE TEST BATTERY, JEWELRY CASES, LINER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062437

543 THE CASE FOR AND AGAINST NATIONAL ECONOMIC PLANNING 1976
GALBRAITH, J.K.; WALLICH, H.; ULMER, M.J.; WEIDENBAUM, M.L.
CHALLENGE, VOL.19, NO.1, MARCH-APRIL 1976, P. 30-38.
ADMINISTRATION, BUSINESS CYCLE, ECONOMIC PLANNING, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT POLICY, INFLATION, MARKET VARIABLES, PRICE CONTROL, UNITED STATES, WAGE CONTROL
GALBRAITH AND ULMER CALL FOR GOVERNMENT PLANNING TO MEET THE GOAL OF FULL EMPLOYMENT WITHOUT INFLATION AND TO FURTHER PUBLIC INTERESTS IN OTHER AREAS. WALLICH AND WEIDENBAUM ARGUE THAT U.S. MARKET FORCES COUPLED WITH PLANNING MAY CAUSE EXCESSIVE DEMANDS LEADING TO INFLATION AND WAGE-PRICE CONTROLS. PROS AND CONS OF PLANNING ARE DISCUSSED.
MGMT: CHA76C0030

544 THE CASE FOR LESS RESTRICTIVE REGULATIONS APR 72
TAGGART, ROBERT, III
EDUCATION DIGEST;37;8;6-8
CHILD LABOR LEGISLATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, MINIMUM WAGE, TEENAGERS, YOUTH EMPLOYMENT
ARTICLE SUGGESTS THAT THE CHILD LABOR LAWS SHOULD BE CHANGED BECAUSE THE PRESENT SYSTEM HANDICAPS BOTH THE EMPLOYER AND THE CHILD. (ML)
ERIC: EJ055952

545 THE CASE FOR POSITIVE DISCRIMINATION NOV-DEC 73
MILLER, S. M.
SOCIAL POLICY;4:3:65-71
EMPLOYMENT OPPORTUNITIES, COMPENSATORY EDUCATION, EMPLOYMENT PRACTICES, PUBLIC POLICY, MINORITY GROUPS, EDUCATIONAL OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), EQUAL EDUCATION, MANPOWER DEVELOPMENT, POLITICAL ISSUES
DISCUSSES BOTH THREE BASIC STRATEGIES, PREFERENCES, ALLOCATIONAL PRIORITIES, AND INCENTIVES--AND FOUR PRINCIPLES OF POSITIVE DISCRIMINATION--COMPENSATION AND RECTIFICATION, APPROPRIATE MERITOCRATIC CRITERIA, THE DEVELOPMENT OF THE DISCRIMINATED, AND FAIRNESS. (JM)
ERIC; EJ090432

546 THE CASE FOR PUBLIC SUBSIDIZATION OF CHILD CARE SERVICES. DISCUSSION PAPER NO. 234-74. NOV 74
SMIFRCN, GAO
WISCONSIN UNIV., MADISON, INST. FOR RESEARCH ON POVERTY. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES; 28P.
CHILD WELFARE, DAY CARE SERVICES, EARLY CHILDHOOD EDUCATION, ECONOMICALLY DISADVANTAGED, ECONOMIC CHANGE, ECONOMIC FACTORS, GUARANTEED INCOME, ONE PARENT FAMILY, PARENT EDUCATION, PUBLIC POLICY, PUBLIC SUPPORT, RESOURCE ALLOCATIONS, SEX DISCRIMINATION, TAXES, WELFARE RECIPIENTS, WORKING WOMEN, INSTITUTE FOR RESEARCH ON POVERTY
THIS PAPER EXAMINED THE CASE FOR PUBLIC SUBSIDIZATION OF CHILD CARE SERVICES FROM THE POINT OF VIEW OF AN ECONOMICS THEORY. IT WAS SUGGESTED THAT PUBLIC SUBSIDIZATION COULD BE JUSTIFIED EITHER AS A WAY TO CORRECT A DISTORTION IN RESOURCE ALLOCATION OR AS A WAY TO CHANGE INAPPROPRIATE INCOME DISTRIBUTION. THE ALLOCATIVE ARGUMENT CONSISTED OF THREE ISSUES (1) WHETHER SUBSIDIZATION OF DAY CARE IS THE MOST ECONOMICALLY EFFICIENT MEANS FOR HELPING POVERTY CHILDREN BECOME RESPECTABLE CITIZENS, (2) HOW CHILD CARE RESPONSIBILITIES CAUSE DISCRIMINATION AGAINST WOMEN WHEN THEY CHOOSE TO WORK OUTSIDE THE HOME AND HOW CHANGING THE DAY CARE SITUATION MIGHT HELP AND, (3) WHETHER A PUBLIC ROLE IN DAY CARE IS NECESSITATED BY PARENTS LACK OF KNOWLEDGE ABOUT THE QUALITY AND LONG TERM EFFECTS OF THE DAY CARE THEIR CHILDREN ARE RECEIVING. THE INCOME DISTRIBUTION ARGUMENT WAS DISCUSSED IN TERMS OF IMPROVING LONG-RUN ECONOMIC OPPORTUNITIES FOR DISADVANTAGED CHILDREN AND PENDING INEQUALITIES BETWEEN FAMILIES. SPECIFIC CONCLUSIONS WERE DRAWN WITH REGARD TO SUCH DAY CARE ISSUES AS TAX DEDUCTION, PARENT EDUCATION, AND WELFARE FAMILIES. THE GENERAL CONCLUSION WAS THAT SUBSTANTIAL PUBLIC SUBSIDIZATION OF DAY CARE DID NOT SEEM JUSTIFIED ON THE BASIS OF INFORMATION NOW AVAILABLE. (JM)
ERIC; ED110194

547 THE CASE OF DONALD A.-TO HIRE OR NOT TO HIRE JAN 72
AUSTIN, DAVID L.
PERSONNEL AND GUIDANCE JOURNAL;50:5:392-394
CASE STUDIES, COUNSELOR ACCEPTANCE, EMPLOYMENT COUNSELORS, INTERVIEWS, JOB APPLICANTS, MINORITY GROUPS
PRESENTED IS A BRIEF CASE STUDY OF A YOUNG, MINORITY GROUP ADULT WITH NO REAL SKILLS, AND THE ALTERNATIVE INTERPRETATIONS POSSIBLE TO AN INTERVIEWING COUNSELOR. IT IS HOPED THAT EMPLOYERS WILL BE ENCOURAGED TO BE MORE POSITIVE IN THEIR ESTIMATES OF MINORITY GROUP POTENTIAL. (CJ)
ERIC; EJ049423

548 A CASE STUDY IN OBSERVATIONAL MEASUREMENT OF BEHAVIORAL FACTORS ASSOCIATED WITH INCREASED EMPLOYABILITY OF OUT OF SCHOOL NEIGHBORHOOD YOUTH CORPS ENROLLEES. DEC 69
SYKES, RICHARD E.;AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS.
NOTES; 296P.; FINAL REPORT, JANUARY-MAY, JULY-SEPTEMBER 1968
ATTITUDES, BEHAVIOR CHANGE, COMPUTERS, DATA PROCESSING, DISADVANTAGED YOUTH, EMPLOYMENT, FACTOR ANALYSIS, INTERACTION, MEASUREMENT TECHNIQUES, OBSERVATION, OUT OF SCHOOL YOUTH, PERSISTENCE, WORK EXPERIENCE PROGRAMS, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC
CONDUCTED DURING 1968, THIS STUDY WAS PRIMARILY CONCERNED WITH WHETHER NEIGHBORHOOD YOUTH CORPS (NYC) ENROLLEES BECAME ANY MORE EMPLOYABLE AS A RESULT OF THEIR WORK EXPERIENCE. IT WAS ALSO CONCERNED WITH FACTORS THAT INDUCE ENROLLEES TO REMAIN IN NYC OR TO LEAVE IT. THE STUDY PIONEERED IN A METHOD OF QUANTITATIVE OBSERVATION OF ENROLLEES AND WORK GROUPS IN FIELD SITUATIONS. ENROLLEES IN 85 WORK GROUPS WERE OBSERVED ON A RANDOM TIME SAMPLE BASIS MORE THAN 300 HOURS. CONSEQUENTLY THE STUDY IS BASED ON WHAT ENROLLEES AND WORK GROUPS ACTUALLY DID AND SAID AND HOW THIS AFFECTED ENROLLEES DURING THIS TIME IN NYC. THE STUDY PROVIDED THE FIRST TESTING GROUND FOR A NEW INVENTION IN THE AREA OF PERIPHERAL COMPUTER EQUIPMENT, THE MINNESOTA INTERACTION DATA CODING AND REDUCTION SYSTEM. (AUTHOR/LY)
ERIC; ED038612 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-189-034, MF $0.65, HC $3.00)

549 CASER (CLOCK + WATCH) 6-72.105; DIALER (CLOCK + WATCH) 6-72.199; FINAL INSPECTOR, MOVEMENT ASSEMBLY (CLOCK + WATCH) 6-72.326; HANDS ASSEMBLER (CLOCK + WATCH) 6-72.197; INSPECTOR, CASING (CLOCK + WATCH) 6-72.221; LINER AND GASKET INSERTER (CLOCK + WATCH) 6-72.10; LINT REMOVER (CLOCK + WATCH 6-72.10; SWEEP-SPRING ATTACHER (CLOCK + WATCH) 6-72.10; (FINISHING DEPARTMENT)--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 11P.

(CONT.)

549 APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FINISHING, INSPECTION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, WATCHMAKERS, FINISHING DEPARTMENT, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC; ED062413

550 CASH FOR PUBLIC JOBS REMAINS ELUSIVE 1976
BUSINESS WEEK, NO.2445, AUG 16, 1976, P. 51.
ECONOMICS, GOVERNMENT BUREAUCRACY, GOVERNMENT SPENDING, LEGISLATION, REVENUE SHARING, UNEMPLOYMENT
THE $3.95 BILLION PUBLIC WORKS BILL PASSED OVER PRESIDENT FORDS VETO MUST WAIT FOR PASSAGE OF APPROPRIATIONS BILLS.
MGMT; BWE76H1651-1

551 CASING TIER 529.887-020; SAUSAGE PACKER; SKIN PEELER 525.884-050; SLICED-BACON PACKER II; PACKER 920.887-114 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 51
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CASING TIER, GATB, GENERAL APTITUDE TEST BATTERY, PACKER, SAUSAGE PACKER, SKIN PEELER, SLICED BACON PACKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED060075

552 CATALOGUE OF TRAINING MATERIALS. DEC 67
PASSETT, BARRY A.;KENNEDY, HENRY P.
NOTES; 21P.
ACTION PROGRAMS (COMMUNITY), CASE STUDIES (EDUCATION), CATALOGS, CONSUMER EDUCATION, CURRICULUM GUIDES, DISCUSSION PROGRAMS, HEALTH, HOUSING, HUMAN RESOURCES, INSTRUCTIONAL MATERIALS, LABOR UNIONS, LEADERSHIP TRAINING, MIGRANT EDUCATION, NEIGHBORHOOD IMPROVEMENT, OLDER ADULTS, PRESCHOOL EDUCATION, RURAL AREAS, SPANISH SPEAKING, URBAN AREAS
ALL TRAINING MATERIALS PREPARED BY THE NEW JERSEY COMMUNITY ACTION TRAINING INSTITUTE ARE BRIEFLY DESCRIBED IN FIVE SECTIONS OF THIS CATALOGUE. SECTIONS ARE--TRAINING PACKAGES (SYLLABUSES, CURRICULUMS, AND SCHEDULES OF EACH INSTITUTE TRAINING PROGRAM, SOME WITH EVALUATIONS), TRAINING HANDBOOK, BOOKLETS, AND BROCHURES, CASE STUDIES, DISCUSSION STIMULATORS (PROBLEMS DESIGNED TO STIMULATE DISCUSSION DURING TRAINING PROGRAMS), AND MISCELLANEOUS TRAINING MATERIALS. TOPICS COVERED INCLUDE PRESCHOOL PROGRAMS, HOUSING, URBAN AND RURAL MANPOWER DEVELOPMENT, SENIOR CITIZENS, RELIGIOUS LEADERSHIP, MIGRANT EDUCATION, WELFARE, CONSUMER EDUCATION, MANAGEMENT INFORMATION SYSTEMS, HEALTH, AND PROGRAMS FOR THE SPANISH-SPEAKING. DOCUMENT INCLUDES A PRICE LIST AND ORDER FORM. (AJ)
ERIC; ED022111

553 THE CEAS RELIANCE ON PSYCHOLOGY 1976
BUSINESS WEEK, NO.2418, FEB 9, 1976, P. 24-25.
CONSUMER BEHAVIOR, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMICS, EMPLOYMENT POLICY, GNP, PUBLIC ADMINISTRATION, UNEMPLOYMENT
THE COUNCIL OF ECONOMIC ADVISORS IS URGING A POLICY OF SLOW STEADY GROWTH IGNORING THE QUESTION OF UNEMPLOYMENT AND PLANNING CUTBACKS IN PUBLIC JOB PROGRAMS.
MGMT; BWE7680924

554 CEMENT MASON (CONST.) 844.884--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, BRICKLAYERS, CEMENT INDUSTRY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CEMENT MASON, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063401

555 CEMENTER 8-57.51 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CONSTRUCTION (PROCESS), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEALERS, TEST RELIABILITY, TEST VALIDITY, CEMENTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061292

556 CEMENTER, HAND (BOOT AND SHOE) II 6-61.311--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, HAND TOOLS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, HAND CEMENTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062411

557 CENSUS OF POPULATION 1970. EMPLOYMENT STATUS OF POPULATION FOR THE UNITED STATES 1970. JUL 72
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV.
NOTES: MICROFICHE FILE BY CENSUS-70-PC(S1)-22
OCCUPATIONAL SURVEYS, LABORERS, WORKING WOMEN, STATISTICAL DATA, OCCUPATIONAL MOBILITY, EMPLOYMENT STATISTICS, ECONOMICS, LABOR FORCE, OCCUPATIONAL INFORMATION, NATIONAL SURVEYS, MANPOWER UTILIZATION
HIGHLIGHTED IN THIS REPORT ARE OCCUPATIONAL DATA ON MALE AND FEMALE WORKERS IN THE UNITED STATES IN 1970. OBTAINED FROM TABLE 182 OF FINAL REPORT PC(1)-C1, GENERAL SOCIAL AND ECONOMIC CHARACTERISTICS, UNITED STATES SUMMARY, 1970 CENSUS OF POPULATION. DATA PRESENTED ARE IN ACCORDANCE TO AREA SIZE WHICH ARE CLASSIFIED AS URBAN, CITIES WITH POPULATIONS OF 10,000 OR MORE, CITIES WITH POPULATIONS OF 2,500 TO 10,000, AND RURAL RESIDENCES. A RELATED DOCUMENT IS AVAILABLE AS VT 019 522, IN THIS ISSUE. (AUTHOR/SN)

(CONT.)

557 AIM/ARM: VT019164 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (CENSUS-70-PC(S1)-22 MF $.95, HC SEE CATALOG FOR HARDCOPY PRICE)

558 CENSUS OF POPULATION 1970. OCCUPATION OF EMPLOYED PERSONS FOR THE UNITED STATES 1970. SUPPLEMENTARY REPORT. JUL 72
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV.
NOTES: MICROFICHE FILE BY CENSUS-70-PC(S1)-23
OCCUPATIONAL SURVEYS, LABORERS, MALES, WORKING WOMEN, STATISTICAL DATA, OCCUPATIONAL MOBILITY, EMPLOYMENT STATISTICS, ECONOMICS, LABOR FORCE, OCCUPATIONAL INFORMATION, NATIONAL SURVEYS, MANPOWER UTILIZATION
THIS REPORT PROVIDES DATA ON THE EMPLOYMENT STATUS OF THE POPULATION OF THE UNITED STATES IN 1970. STATISTICS ARE SHOWN BY SEX AND BY URBANIZED AREAS (CENTRAL CITIES AND URBAN FRINGE), OTHER PLACES OF 10,000 INHABITANTS OR MORE, PLACES WITH 2,500 INHABITANTS OR MORE, AND RURAL RESIDENCES. DEFINITIONS OF TERMS USED ARE INCLUDED. THE DATA ARE EXTRACTED FROM TABLE 101 OF FINAL REPORT PC (1) -C1, GENERAL SOCIAL AND ECONOMIC CHARACTERISTICS, UNITED STATES SUMMARY, 1970 CENSUS OF POPULATION. A RELATED DOCUMENT IS AVAILABLE IN THIS ISSUE AS VT 019 164. (AUTHOR/SN)
AIM/ARM: VT019522 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (CENSUS-70-PC(S1)-23, MF $.95, HC SEE CATALOG FOR HARDCOPY PRICE)

559 CENSUS OF POPULATION 1970: SUBJECT REPORTS VOCATIONAL TRAINING. FINAL REPORT. MAY 73
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV.
NOTES: 366P.
ACADEMIC ACHIEVEMENT, AGE DIFFERENCES, CENSUS FIGURES, EMPLOYMENT PATTERNS, NATIONAL DEMOGRAPHY, POPULATION TRENDS, RACIAL DIFFERENCES, SALARY DIFFERENTIALS, SCHOOL DEMOGRAPHY, SEX DIFFERENCES, STATISTICAL DATA, VOCATIONAL EDUCATION
THIS REPORT PRESENTS DETAILED STATISTICS FOR THE POPULATION OF THE UNITED STATES ON THE FIELD OF VOCATIONAL TRAINING, CLASSIFIED BY VARIOUS SOCIAL AND ECONOMIC CHARACTERISTICS. THE STATISTICS ARE BASED ON THE 1970 CENSUS OF POPULATION. THE INTRODUCTION CONTAINS INFORMATION RELATING SPECIFICALLY TO THIS REPORT, INCLUDING DEFINITIONS. THE TABLES PRESENT DATA FOR PERSONS WITH VOCATIONAL TRAINING CLASSIFIED BY FIELD OF TRAINING ACCORDING TO SUCH CHARACTERISTICS OF EDUCATIONAL ATTAINMENT, AGE, SEX, RACE, LABOR FORCE STATUS, OCCUPATION, EARNINGS IN 1969, AND INDUSTRY. THE STATISTICS ARE BASED ON A FIVE PERCENT SAMPLE ADJUSTED TO REPRESENT THE TOTAL POPULATION. VOCATIONAL TRAINING IS DEFINED AS FORMAL PROGRAMS COMPLETED IN HIGH SCHOOL, THROUGH AN APPRENTICESHIP PROGRAM, IN A SCHOOL OF BUSINESS, IN A NURSING SCHOOL OR TRADE SCHOOL, IN A TECHNICAL INSTITUTE, IN THE ARMED FORCES, OR IN JOB CORPS TRAINING. (MS)
ERIC: ED083440 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (PC(2)-5C, $3.70)

560 CENSUS OF POPULATION, 1970. WEEKS WORKED, CLASS OF WORKER, LAST OCCUPATION OF THE EXPERIENCED UNEMPLOYED, AND LABOR MOBILITY FOR THE UNITED STATES 1970. SUPPLEMENTARY REPORT. 73
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV.
NOTES: 4P.
CENSUS FIGURES, LABOR ECONOMICS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, OCCUPATIONAL INFORMATION, OCCUPATIONAL MOBILITY, OCCUPATIONAL SURVEYS, UNEMPLOYED
HIGHLIGHTED IN THIS REPORT ARE DATA ON THE NUMBER OF WEEKS WORKED IN 1969, CLASS OF WORKERS EMPLOYED, FORMER OCCUPATIONAL CLASSIFICATIONS OF UNEMPLOYED WORKERS, AND LABOR MOBILITY STATISTICS FOR SELECTED GROUPS FOR THE PERIOD BETWEEN THE YEARS 1965 AND 1970. ARRANGEMENT OF THE DATA IS BY URBANIZED AREA, OTHER PLACES OF 10,000 OR MORE, AREAS WITH POPULATIONS OF 2,500 TO 10,000 AND RURAL RESIDENCE. DATA USED WERE EXTRACTED FROM TABLE 104 OF FINAL REPORT PC(1)-C1, GENERAL SOCIAL AND ECONOMIC CHARACTERISTICS, UNITED STATES SUMMARY, 1970 CENSUS OF POPULATION. (AUTHOR/SN)
ERIC: ED078220 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (CENSUS-70-PC(S1)-25, MF $.95, SEE CATALOG FOR HARDCOPY PRICE)

561 CENTRAL-OFFICE REPAIRMAN (TEL. AND TEL.) 822.281 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC TECHNICIANS, EQUIPMENT MAINTENANCE, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TELEPHONE COMMUNICATIONS INDUSTRY, TEST RELIABILITY, TEST VALIDITY, CENTRAL OFFICE REPAIRMAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION

(CONT.)
561 PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED060113

562 CEREAL PACKER (CEREAL) 920.987--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WORKING WOMEN, CEREAL PACKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061332

563 CETA A COMMUNITY COLLEGE PERSPECTIVE FEB 77
REYES, GUADALUPE, JR.
ADULT LEADERSHIP:25:6:176-177
COMMUNITY COLLEGES, MANPOWER DEVELOPMENT, COMMUNITY SERVICES, VOCATIONAL EDUCATION, FEDERAL PROGRAMS, ON THE JOB TRAINING, WORK EXPERIENCE PROGRAMS, JUNIOR COLLEGES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF NINETEEN SEVENTY THREE, CETA
A REVIEW OF BLACK HAWK COLLEGES EXPERIENCES IN COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) MANPOWER PROGRAMMING, WHICH LISTS SOME OF THE ADVANTAGES AND DISADVANTAGES OF COMMUNITY COLLEGE INVOLVEMENT IN THE PROGRAMS, AND POINTS OUT OTHER MANPOWER RELATED PROBLEMS. (WL)
ERIC: EJ154546

564 CETA SOME CASE STUDIES NOV-DEC 75
ROSEN, SUMNER M.
SOCIAL POLICY:6:3:44-48
MANPOWER UTILIZATION, MANPOWER DEVELOPMENT, HEALTH SERVICES, HEALTH PERSONNEL, HEALTH PROGRAMS, CASE STUDIES, PROGRAM COORDINATION, PROGRAM DEVELOPMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
LOOKS AT MAJOR CHARACTERISTICS OF HEALTH INSTITUTIONS WHICH INFLUENCE THEIR INTERACTIONS WITH PUBLIC SERVICE EMPLOYMENT PROGRAMS, AT PROBLEMS OF INTERAGENCY COORDINATION, AND AT SPECIFIC FINDINGS OF SITE VISITS WHERE HEALTH PERSONNEL ARE ENROLLED IN THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). (AUTHOR/AM)
ERIC: EJ127011

565 CETA ALLOCATIONS FOR INDIAN TRAINING PROGRAMS SEP 76
AMERICAN INDIAN JOURNAL OF THE INSTITUTE FOR THE DEVELOPMENT OF INDIAN LAW:2:9:22-3
AMERICAN INDIANS, EMPLOYMENT PROGRAMS, FINANCIAL SUPPORT, MAPS, FEDERAL LEGISLATION, STATE AID, TRIBES, TRAINING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) ALLOCATIONS FOR INDIAN TRAINING PROGRAMS ARE PRESENTED VIA A MAP DEPICTING ALLOCATIONS. (JC)
ERIC: EJ145316

566 CETA AND CAREER EDUCATION PROBLEMS AND POTENTIALS M 75
BARBER, DANIEL M.
ILLINOIS CAREER EDUCATION JOURNAL:32:2:18-9
FEDERAL PROGRAMS, CAREER EDUCATION, EDUCATIONAL PROBLEMS, MANPOWER DEVELOPMENT, FEDERAL LEGISLATION, JOB TRAINING, EMPLOYMENT OPPORTUNITIES, EDUCATIONAL NEEDS, VOCATIONAL EDUCATION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
ERIC: EJ113663

567 CETA AND HEW PROGRAMS. MAR 76
URBAN MANAGEMENT CONSULTANTS OF SAN FRANCISCO, INC., CALIF. OFFICE OF HUMAN DEVELOPMENT (DHEW), WASHINGTON, D.C. OFFICE OF MANPOWER.
NOTES: 134P.: FOR A RELATED DOCUMENT SEE CE 009 362.
ADMINISTRATIVE AGENCIES, ADULT EDUCATION, COOPERATIVE PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, GUIDELINES, HEALTH SERVICES, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM PLANNING, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, DEPARTMENT OF HEALTH EDUCATION AND WELFARE, DHEW
THIS COORDINATION GUIDE HAS BEEN WRITTEN AS A REFERENCE FOR COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) PRIME SPONSOR ADMINISTRATORS, PLANNERS, AND OPERATIONS STAFF WHO ARE INTERESTED IN PURSUING COORDINATION OPPORTUNITIES WITH HEALTH, EDUCATION, AND WELFARE

(CONT.)
567 (HEW) EMPLOYMENT-RELATED PROGRAMS. IT IS INTENDED TO SERVE FOUR MAJOR PURPOSES (1) PROVIDE SELECTED INSIGHTS INTO WHAT VOCATIONAL REHABILITATION, VOCATIONAL EDUCATION, ADULT EDUCATION, TITLE XX, AND HEALTH PROGRAMS DO, AND HOW EACH WORKS; (2) POINT OUT POTENTIAL AREAS FOR COORDINATION WHICH, FROM STUDY OF FIELD EXPERIENCE, HOLD THE PROMISE OF BENEFIT TO THE CLIENTS AND ADMINISTRATORS OF BOTH CETA AND THE HEW PROGRAMS SELECTED; (3) PRESENT A BRIEF AND PRACTICAL ANALYTICAL FRAMEWORK FOR IDENTIFYING OTHER ARRANGEMENTS; AND (4) REVIEW THE KEY MANAGEMENT TECHNIQUES THAT HAVE PROVED THEIR VALUE IN THE NEGOTIATION AND IMPLEMENTATION OF COORDINATION PROJECTS. A CHAPTER ON ANALYSIS, IDENTIFICATION, AND IMPLEMENTATION ADDRESSES THE COORDINATION PROCESS AND PROVIDES INFORMATION ON ANALYZING ONES OWN PROGRAM AND THOSE OF HEW COUNTERPARTS IN ORDER TO IDENTIFY POTENTIAL COORDINATION ARRANGEMENTS WHICH HAVE THE HIGHEST PROBABILITY OF SUCCESS. SUMMARIES OF COORDINATION EXAMPLES ARE THEN GIVEN FOR EACH OF THE FIVE TYPES OF HEW PROGRAMS LISTED IN PURPOSE L ABOVE. EACH EXAMPLE COVERS THE FOLLOWING ISSUES FACING CETA AND THE SUBJECT HEW PROGRAM, HOW COORDINATION CAN HELP, HOW IT MIGHT WORK, HOW CETA CAN BENEFIT, HOW HEW CAN BENEFIT, RISKS TO CETA, RISKS TO THE SUBJECT HEW PROGRAM, AND HOW TO REDUCE RISKS. (WL)
ERIC: ED133502

568 CETA AREA EMPLOYMENT AND UNEMPLOYMENT, JANUARY-DECEMBER, 1976 15 MAR 77
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C. DIV. OF LOCAL AREA UNEMPLOYMENT STATISTICS.
MICROFICHE ALSO AVAILABLE ON SUBSCRIPTION, NORTH AMERICAN CONTINENT PRICE $30.00/YEAR; ALL OTHERS WRITE FOR QUOTE.
NOTES: 479P
MANPOWER, EMPLOYMENT, UNEMPLOYMENT, ECONOMIC SURVEYS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, LABOR FORCE, NTISLABBLS
LABOR FORCE AND UNEMPLOYMENT DATA FOR CETA PRIME SPONSORS, PROGRAM AGENTS, AND AREAS OF SUBSTANTIAL UNEMPLOYMENT.
NTIS: NTISUB/C/143-002 NTIS PRICES PC A21/MF A01

569 CETA CONTINUING EDUCATION BY TUTORIAL ASSISTANCE APR-MAY 73
FURBEE, JACK W.
EDUCATION:93:4:346-52
TUTORIAL PROGRAMS, HIGH SCHOOL STUDENTS, PROGRAM EVALUATION, STUDENT TEACHERS, BEHAVIORAL OBJECTIVES, NEGRO STUDENTS, PROGRAM DESCRIPTIONS, TABLES (DATA), CONTINUING EDUCATION BY TUTORIAL ASSISTANCE, CETA
PURPOSE OF THIS STUDY WAS TO DETERMINE WHAT EFFECT TUTORING BY THE CETA MODEL HAD UPON TUTEES AND NON TUTEES WHO WERE BLACK STUDENTS AT ST. ANNE HIGH SCHOOL, ST. ANNE, ILLINOIS. (AUTHOR)
ERIC: EJ079793

570 CETA IN EASTERN MASSACHUSETTS 15 AUG 77
BARCCCI, THOMAS A.;MYERS, CHARLES A.
MASSACHUSETTS INST. OF TECH., CAMBRIDGE.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-25-74-33;DL-42-25-74-09
NOTES: FINAL REPT. 140P
SPECIALIZED TRAINING, PROGRAM EFFECTIVENESS, MASSACHUSETTS, COMPREHENSIVE EDUCATION AND TRAINING ACT, NTISLABPEU
THIS STUDY REPORTS ON THE RESULTS OF THREE YEARS OF FIELD RESEARCH ON THE IMPLEMENTATION AND IMPACT OF CETA IN EASTERN MASSACHUSETTS, WITH COMPARISONS WITH PRIOR PROGRAMS WHEN DATA WERE AVAILABLE. THE PRIME SPONSORS (OR CONSORTIA) STUDIED WERE CAMBRIDGE, LOWELL, NEW BEDFORD, AND THE BALANCE OF STATE WITH 18 SUBGRANTEES. (INCLUDING THE NEWTON AND QUINCY AREAS WHICH WERE ALSO STUDIED). COMPARISONS WITH PRE-CETA PROGRAMS AND ALSO COMPARISONS BETWEEN PRIME SPONSORS OVER THE THREE-YEAR PERIOD WERE SUBJECT TO EXTERNAL ENVIRONMENTAL FACTORS, INCLUDING THE WORSENING STATE OF THE MASSACHUSETTS ECONOMY RELATIVE TO THE NATIONAL ECONOMY, AND THE VERY HIGH RATES OF UNEMPLOYMENT IN NEW BEDFORD AND LOWELL, ESPECIALLY, AT THE PEAK OF THE RECESSION.
NTIS: PB-271 308/9ST NTIS PRICES PC A07/MF A01

571 CETA PRIME SPONSOR MANAGEMENT DECISIONS AND PROGRAM GOAL ACHIEVEMENT. FINAL REPORT. 30 JUN 77
RIPLEY, RANDALL B.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DLMA-21-39-75-10-10
NOTES: 151P.; BEST COPY AVAILABLE ; THIS PROJECT WAS CONDUCTED BY THE CETA PROJECT, OHIO STATE UNIVERSITY
CASE STUDIES, DECISION MAKING, DEMOGRAPHY, EMPLOYMENT PROGRAMS, ENVIRONMENTAL INFLUENCES, FEDERAL PROGRAMS, FIELD STUDIES, JOB TRAINING, MANAGEMENT, MANPOWER DEVELOPMENT, NATIONAL PROGRAMS, OBJECTIVES, PROGRAM ADMINISTRATION, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
A STUDY WAS CONDUCTED TO (1) ASSESS THE RELATION OF DIFFERENT CETA MANAGEMENT DECISIONS AT THE PRIME SPONSOR LEVEL TO PROGRAM GOAL ACHIEVEMENT AND (2) ASSESS THE CONDITIONS UNDER WHICH SPECIFIC MANAGEMENT DECISIONS SEEM MOST LIKELY TO MAXIMIZE GOAL ACHIEVEMENT. MEMBERS OF A RESEARCH TEAM VISITED 15 PRIME SPONSORSHIPS THROUGHOUT THE UNITED STATES TO COLLECT DATA ON SEVEN DIFFERENT EXTERNAL LOCAL CONDITIONS AND SYSTEMATICALLY INVESTIGATE EIGHT AREAS OF LOCAL MANAGEMENT DECISIONS. SEVENTEEN OHIO PRIME SPONSORSHIPS FOR WHICH THERE WAS DETAILED DATA AVAILABLE WERE USED AS A COMPARISON GROUP. THE CONCLUSIONS WERE

(CONT.)
571 THAT (1) CETA AT THE LOCAL LEVEL IS NOT A HIGHLY CONSTRAINED SYSTEM; (2) LOCAL PROGRAMMATIC CHOICES ARE NOT DETERMINED BY FACTORS SUCH AS UNEMPLOYMENT, THE HISTORY OF PRE-CETA MANPOWER PROGRAMS, DEMOGRAPHIC COMPOSITION OF THE COMMUNITY, THE NATURE OF PERSONS SERVED, OR THE ACTIVITIES OF THE DEPARTMENT OF LABOR; AND (3) PROGRAM PERFORMANCE IS SIGNIFICANTLY AFFECTED BY FACTORS OVER WHICH LOCAL MANAGERS HAVE CONSIDERABLE CONTROL: PROGRAM MIX; PROGRAMMATIC PRIORITIES; AND MANAGEMENT DECISIONS IN THE AREAS OF STAFF QUALITY, DATA COLLECTION AND USE, MONITORING AND EVALUATION OF PROGRAMS, DEGREE OF SUBCONTRACTING FOR SERVICE DELIVERY, USE OF REQUESTS-FOR-PROPOSAL FOR SUBCONTRACTING, OPEN DECISION MAKING CENTERED IN THE ADVISORY COUNCIL, AND CONFLICT MANAGEMENT STRATEGIES. (EM)
ERIC: ED143810 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

572 A CETA PRODUCTION THE PUBLIC ARTIST RETURNS OCT 75
BROWN, STEPHEN
MANPOWER:7:10:15-21
CITY WIDE PROGRAMS, FEDERAL AID, ARTISTS, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, CITY IMPROVEMENT, CULTURAL ENRICHMENT, ARTS CENTERS, ART TEACHERS, EMPLOYMENT OPPORTUNITIES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, PUBLIC ART, PUBLIC ARTISTS
ERIC: EJ125349

573 CETA PROGRESS REPORT NOV 74
KOLBERG, WILLIAM H.
MANPOWER:6:11:9-12
MANPOWER DEVELOPMENT, FEDERAL STATE RELATIONSHIP, PROGRAM EVALUATION, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, LABOR MARKET, EMPLOYMENT OPPORTUNITIES, LABOR LEGISLATION, INTERAGENCY COOPERATION, MANPOWER PROGRAMS
THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA), LESS THAN ONE YEAR OLD, REPRESENTS A PROMISING START AND DEMONSTRATES THAT FEDERAL, STATE, AND LOCAL GOVERNMENTS CAN WORK TOGETHER TO HELP PEOPLE WITH SERIOUS EMPLOYMENT PROBLEMS COMPETE MORE EFFECTIVELY FOR JOBS. (AUTHOR/MW)
ERIC: EJ105501

574 CETA RECAP M 75
ILLINOIS CAREER EDUCATION JOURNAL:32:2:16-7
FEDERAL LEGISLATION, DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT, FEDERAL PROGRAMS, PROGRAM BUDGETING, MANPOWER NEEDS, EMPLOYMENT OPPORTUNITIES, ADMINISTRATOR ROLE, GOVERNMENT ROLE, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, MANPOWER PROGRAMS
CETAS MAJOR PURPOSE IS TO PROVIDE THE ECONOMICALLY DISADVANTAGED, THE UNEMPLOYED, AND THE UNDEREMPLOYED WITH THE ASSISTANCE THEY NEED TO COMPETE FOR EMPLOYMENT THROUGH MANPOWER PROGRAMS. IN RELATION TO THIS, LEGISLATIVE FUNDING, FECERAL ROLE, AND THE PRIME SPONSORS ROLE ARE DISCUSSED. (AUTHOR/SP)
ERIC: EJ113662

575 CETA RELIEVES RELIEF ROLLS IN DULUTH FEB 77
PLUMB, GERALD H.
WORKLIFE:2:2:23-26
MANPOWER DEVELOPMENT, EMPLOYMENT PROGRAMS, COOPERATIVE PROGRAMS, WELFARE SERVICES, WELFARE AGENCIES, UNEMPLOYED, FEDERAL PROGRAMS, COUNTY PROGRAMS, PROGRAM DESCRIPTIONS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, MINNESOTA, MINNESOTA (DULUTH)
DESCRIBES A PARTNERSHIP BETWEEN THE ST. LOUIS COUNTY WELFARE DEPARTMENT AND THE DULUTH MANPOWER SERVICES OFFICE, A CITY AGENCY SET UP TO ADMINISTER COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) PROGRAMS, PROVIDING A TOTAL SERVICE EMPLOYMENT AND TRAINING PROJECT FOR GENERAL ASSISTANCE RECIPIENTS 18 TO 65 YEARS OLD WHO ARE PHYSICALLY ABLE TO WORK. (WL)
ERIC: EJ153231

576 CETAS PROBLEMS WITH HIRING THE HANDICAPPED MAY 77
JONES, RON
WORKLIFE:2:5:21-23
PHYSICALLY HANDICAPPED, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, VOCATIONAL REHABILITATION, JOB TRAINING, HANDICAPPED, PROGRAM EFFECTIVENESS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
EXPLORES REASONS SO FEW HANDICAPPED MEN AND WOMEN HAVE BEEN HELPED THROUGH THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). DISCUSSES METHODS OF COMBATING THE PROBLEM AND DESCRIBES EXPERIMENTS BEING CONDUCTED TO IMPROVE FUTURE EMPLOYMENT SERVICES TO THE HANDICAPPED. (LAS)
ERIC: EJ161770

577 CETAS RESPONSE TO CHINESE-ENGLISH DICTIONARY NEEDS FEB 76
BEAL, EDWIN G., JR.
JOURNAL OF THE CHINESE LANGUAGE TEACHERS ASSOCIATION:11:1:58-61
CHINESE, DICTIONARIES, LEXICOGRAPHY, MATERIAL DEVELOPMENT, INFORMATION CENTERS, ENGLISH, TRANSLATION, VOCABULARY, REFERENCE BOOKS, CLEARINGHOUSES
THIS ARTICLE DESCRIBES THE ACTIVITIES OF THE CHINESE-ENGLISH TRANSLATION ASSISTANCE GROUP (CETA), INCLUDING THE DEVELOPMENT OF A DICTIONARY OF GENERAL TERMS, AND THE FORMATION OF FILES OF COLLOQUIAL, SCIENTIFIC, AND TECHNICAL TERMS. CETA ALSO SERVES AS A CLEARINGHOUSE FOR INFORMATION OF INTEREST TO STUDENTS OF CHINESE. (CLK)
ERIC: EJ136309

578 THE CHALLENGE OF DUAL AND RADICAL THEORIES OF THE LABOR MARKET TO ORTHODOX THEORY 1975
CAIN, G.G.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 16-22. BIBLIOG. 8
DISCRIMINATION, ECONOMICS, INCOME, LABOR MARKET, POLICY
THE DUAL AND RADICAL THEORIES OF THE LABOR MARKET ARE EXPLORED AND CONTRASTED TO A LARGELY QUANTITATIVE NEOCLASSICAL THEORY. THE D-R IS JUDGED POOR EXCEPT IN CRITICISM.
MGMT: AER75E0016

579 THE CHALLENGE OF JOBLESS YOUTH. APR 63
PRESICENTS COMMITTEE ON YOUTH EMPLOYMENT, WASHINGTON, D.C.
NOTES: 26P.
YOUTH EMPLOYMENT, YOUTH PROBLEMS, YOUTH OPPORTUNITIES, EMPLOYMENT PROJECTIONS, UNEMPLOYMENT, LABOR FORCE, MANPOWER DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, PUBLIC POLICY, YOUTH PROGRAMS, PROGRAM IMPROVEMENT
THE SEVERAL SUBCOMMITTEES OF THE COMMITTEE ON YOUTH EMPLOYMENT GENERATED MORE THAN 90 RECOMMENDATIONS RELATIVE TO THE UNEMPLOYMENT PROBLEMS OF YOUTH. THROUGH A DISTILLATION OF THESE RECOMMENDATIONS AND A COMMITTEE CONSENSUS THAT NEW AND STIMULATING POLICIES FOR EDUCATION AND TRAINING, GUIDANCE, EMPLOYMENT OPPORTUNITIES, AND ECONOMIC GROWTH ARE IMPERATIVE FOR MEETING THE CHALLENGE OF PREPARING ALL YOUTH FOR FUTURE PRODUCTIVE EMPLOYMENT, 15 FINAL RECOMMENDATIONS WERE PREPARED. THE RECOMMENDATIONS WERE DRAWN FROM FACTS INDICATING THAT LARGE NUMBERS OF YOUTH WERE UNEMPLOYED AND THE OUTLOOK FOR THE FUTURE WAS DIM UNLESS PROGRAMS WERE IMPLEMENTED TO INSURE THAT OPPORTUNITIES FOR TRAINING AND JOBS WOULD BE AVAILABLE TO THE VASTLY LARGER NUMBER OF YOUTHS ENTERING THE JOB MARKET IN THE 1960S AND 1970S. SOME OF THE 15 REMEDIAL ACTIONS RECOMMENDED WERE (1) EACH STATE AND CITY SHOULD ESTABLISH A CONTINUING COMMISSION ON YOUTH AFFAIRS CONCERNED WITH YOUTH EMPLOYMENT, (2) EMPLOYERS AND UNIONS SHOULD REEXAMINE THEIR HIRING, TRAINING, AND PROMOTION POLICIES AND PROGRAMS TO SEE HOW THEY CAN BETTER EMPLOY YOUNG PEOPLE AND ELIMINATE THE DISCRIMINATION AGAINST MINORITY YOUTH, (3) SCHOOL OFFICIALS SHOULD REAPPRAISE THEIR INSTRUCTIONAL PROGRAM IN THE LIGHT OF LABOR MARKET DEMANDS AND THEY SHOULD STRIVE IMMEDIATELY TO BRING INADEQUATELY EDUCATED OUT-OF-SCHOOL YOUTH UP TO AT LEAST MINIMUM STANDARDS OF EMPLOYABILITY, AND (4) A FEDERAL PROGRAM FOR URBAN AND CONSERVATION EMPLOYMENT AND TRAINING OF YOUTH SHOULD BE ENACTED PROMPTLY. THE APPENDIX CONTAINS STATEMENTS OF INDIVIDUAL COMMITTEE MEMBERS WHO DIFFERED WITH THE COMMITTEES RECOMMENDATIONS OR WISHED TO EXPRESS ADDITIONAL VIEWS. REPORTS OF SUBCOMMITTEES OF THE PRESIDENTS COMMITTEE ON YOUTH EMPLOYMENT IS AVAILABLE AS VT 002 817. (ET)
AIM/ARM: VT002972

580 CHALLENGING THE TRADITIONAL FEMALE ROLE AN EXPLORATION OF WOMENS ATTITUDES AND CAREER ASPIRATIONS. 76
ZUCKERMAN, DIANA M.
NOTES: 291P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT ; PH.D. DISSERTATION, OHIO STATE UNIVERSITY
ACADEMIC ASPIRATION, ATTITUDES, CAREER CHOICE, CAREER PLANNING, COLLEGE STUDENTS, FEMALES, FEMINISM, IDENTIFICATION (PSYCHOLOGICAL), LITERATURE REVIEWS, PERSONALITY STUDIES, SEX STEREOTYPES, WOMENS STUDIES
THE PURPOSE OF THIS PAPER WAS TO RESTRUCTURE, REVIEW, AND CLARIFY THE RESEARCH THAT HAS BEEN CONDUCTED IN THE AREAS OF WOMENS CAREER COMMITMENT, EDUCATIONAL ASPIRATIONS, NONTRADITIONAL CAREER GOALS AND CHOICES, AND FEMINISM. THE REVIEW INDICATES THAT, DESPITE A LARGE NUMBER OF STUDIES, PARTICULARLY IN THE AREA OF WOMENS CAREER COMMITMENT AND GOALS, VERY FEW CONCLUSIONS CAN BE REACHED. THE RESEARCH LITERATURE HAS BEEN PLAGUED BY THE LACK OF CONTROL OF POTENTIALLY INFLUENTIAL VARIABLES, AND A LACK OF STUDIES USING NATIONAL SAMPLES. SOME OF THE ORIGINAL MEASURES OF CAREER COMMITMENT ARE NOW OUTDATED. WITH CAREER COMMITMENT INCREASINGLY WIDESPREAD AMONG COLLEGE WOMEN, THERE IS EVIDENCE THAT WOMENS GOALS HAVE BECOME INCREASINGLY UNREALISTIC AND THAT MANY WOMEN ARE STILL AMBIVALENT ABOUT HOMEMAKING AND CAREERS. A STUDY OF 85 OHIO STATE UNIVERSITY WOMEN STUDENTS USING A QUESTIONNAIRE, THE ROSENBERG SEX-ESTEEM SCALE, AND THE SPENCE AND HELMREICH ATTITUDES TOWARD WOMEN SCALE (AWS) IS REPORTED IN DETAIL. THIS STUDY EXAMINES THE RELATIONSHIP OF VARIOUS DIMENSIONS, SUCH AS CAREER COMMITMENT, HIGHER EDUCATION ASPIRATIONS, PIONEER CAREER GOALS AND FEMINIST ATTITUDES, TO CHALLENGING THE TRADITIONAL FEMALE ROLE. A NUMBER OF FUTURE RESEARCH FOCI ARE SUGGESTED. (AUTHOR/KS)
ERIC: ED134879

581 A CHANCE TO BE SEP 72
MARSHALL, PATRICIA
MANPOWER;4;9;15-22
BILINGUAL EDUCATION, DISADVANTAGED GROUPS, GENERAL EDUCATION, GOVERNMENT ROLE, JOB PLACEMENT, MANPOWER DEVELOPMENT, SPANISH AMERICANS, VOCATIONAL EDUCATION, OPERATION SER
SER, THE SPANISH VERB TO BE, IS USED AS AN ACRONYM (SERVICE, EMPLOYMENT, AND REDEVELOPMENT) FOR A NATIONAL MANPOWER EFFORT DIRECTED BY AND FOR SPANISH-SPEAKING AMERICANS. (MF)
ERIC: EJ068790

582 A CHANCE TO GET AHEAD PROFICIENCY EXAMINATIONS FOR CLERICAL LABORATORY PERSONNEL. FINAL REPORT. 76
LINEHAN, JEAN J.
NATIONAL COMMITTEE FOR CAREERS IN MEDICAL TECHNOLOGY, BETHESDA, MD. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

(CONT.)
592 NOTES: 54P.
EQUAL OPPORTUNITIES (JOBS), EQUIVALENCY TESTS, INFORMATION DISSEMINATION, MEDICAL LABORATORY ASSISTANTS, MILITARY PERSONNEL, NORMS, PRETESTING, TEST CONSTRUCTION, TESTING
FOUR PROFICIENCY EXAMINATIONS FOR CLINICAL LABORATORY PERSONNEL WERE DEVELOPED IN CLINICAL CHEMISTRY, MICROBIOLOGY, HEMATOLOGY, AND BLOOD BANKING. PURPOSE OF PROJECT WAS TO ENABLE COMPETENT MILITARY LABORATORY TECHNICIANS WHO LACK CREDENTIALS TO DEMONSTRATE THEIR JOB-RELATED SKILLS AND KNOWLEDGE FOR CIVILIAN POSITIONS, AND ALSO TO HELP CIVILIANS TRAINED ON THE JOB TO ADVANCE. THE EXAMINATIONS WERE CONSTRUCTED BY LABORATORY EXPERTS AND ADMINISTERED TO MORE THAN 4,000 PERSONS. NORMATIVE DATA HAVE BEEN COMPILED. TEST SCORES ARE USED BY EMPLOYERS TO PLACE AND PROMOTE LABORATORY WORKERS. SOME CREDENTIALING AGENCIES ARE USING OR CONSIDERING USE OF THE EXAMINATIONS. SPECIAL USE OF THE TESTS, INCLUDING EVALUATING NEEDS FOR CONTINUING EDUCATION, ARE BEING DEVELOPED. THE EXAMINATIONS HAVE PAVED THE WAY FOR DEVELOPMENT OF EQUIVALENCY EXAMINATIONS FOR ACADEMIC CREDIT, AND FOR OTHER PROFICIENCY EXAMINATIONS IN NEARLY ALL ALLIED HEALTH FIELDS. FUTURE NEEDS INCLUDE UPDATING THE EXAMINATIONS TO MEET RAPID CHANGES IN THE FIELD, PUBLICIZING FUTURE ADMINISTRATION OF THE EXAMINATIONS, AND A STUDY TO COMPARE JOB PERFORMANCE WITH TEST SCORES TO PROVE THE JOB-RELATIONSHIP OF THE EXAMINATIONS UNDER MANDATES OF EQUAL EMPLOYMENT OPPORTUNITY REGULATIONS. (AUTHOR)
ERIC: ED097361 NCCML, 9650 ROCKVILLE PIKE, BETHESDA, MARYLAND 20014 ($3.50)

583 CHANGES IN LABOR FORCE PARTICIPATION JAN 73
HURD, MICHAEL DUKE
CALIFORNIA UNIV., BERKELEY. DEPT. OF ECONOMICS.
GRANT NO. DL-91-05-70-42;DL-91-06-71-33
NOTES: DOCTORAL THESIS 138P
MANPOWER, STATISTICAL DATA, LABOR FORCE PARTICIPATION, OMPER
FOR THE PERIOD 1959-67, A PROJECT INVESTIGATED THE CAUSES OF CHANGE IN LABOR FORCE PARTICIPATION AND MEASURED THE INFLUENCE OF SEVERAL ECONOMIC AND DEMOGRAPHIC VARIABLES ON THESE CHANGES. CROSS-SECTION DATA FROM THE 1967 SURVEY OF ECONOMIC OPPORTUNITY WERE USED TO OPERATE A MODEL FOR ESTIMATING THE LABOR FORCE PARTICIPATION OF MARRIED MEN, MARRIED WOMEN, SINGLE HEADS OF HOUSEHOLDS, AND DEPENDENTS. THE INVESTIGATOR THEN USED 1960 CENSUS 1/1,000 SAMPLE DATA TO ESTIMATE CHANGES IN WAGE RATES BY RACE AND SEX, AND ANALYZED CHANGES IN THE STRUCTURE OF WAGE RATES. FINALLY, THESE ESTIMATED WAGE DATA WERE APPLIED TO THE MODEL TO PREDICT CHANGES IN PARTICIPATION BY AGE, RACE AND SEX. (MODIFIED AUTHOR ABSTRACT)
NTIS: PB-220 517/7 NTIS PRICES PC$3.00/MF$0.95

584 CHANGES IN LABOR FORCE PARTICIPATION, EMPLOYMENT AND IN-MIGRATION IN SUB-NATIONAL ECONOMIES. DEC 71
GOLDSTONE, SEYMOUR;SCHIFFEL, DENNIS
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. COLUMBUS LABS. ECONOMIC DEVELOPMENT ADMINISTRATION (DOC), WASHINGTON, D.C. OFFICE OF ECONOMIC RESEARCH.
NOTES: 361P.
ACADEMIC ACHIEVEMENT, AGE, DEMOGRAPHY, ECONOMIC RESEARCH, EMPLOYMENT PATTERNS, FAMILY STATUS, FEMALES, LABOR FORCE, LABOR TURNOVER, MALES, MARITAL STATUS, MIGRATION PATTERNS, RACIAL FACTORS, SOCIOECONOMIC INFLUENCES, IN MIGRATION
THE REPORT PRESENTS THE RESULTS OF A STUDY WHICH INDICATE THAT DEMOGRAPHIC COMPARISONS OF LABOR FORCE PARTICIPATION RATES ARE MOST FRUITFULLY MADE ON THE BASIS OF SEX, AGE, EDUCATIONAL ATTAINMENT, PRESENCE OF SMALL CHILDREN, RACE, AND MARITAL STATUS. ALSO THAT THE MOST IMPORTANT DEMOGRAPHIC COMPARISONS OF GROUPS EMPLOYMENT (UNEMPLOYMENT) RATES ARE FRAMED IN TERMS OF EDUCATIONAL ATTAINMENT, AGE, FAMILY STATUS, SEX, AND RACE. DEMOGRAPHIC ATTRIBUTES INDICATED AS SIGNIFICANT FOR IN-MIGRATION ARE PRIMARILY AGE, SEX, AND EDUCATIONAL ATTAINMENT. IT IS TYPICALLY THE INTERACTION OF THESE CHARACTERISTICS THAT LEADS TO WIDELY VARYING LABOR MARKET BEHAVIOR. (NTIS)
ERIC: ED096411 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (COM-74-10723: MC-$21.25, MF-$1.45)

585 CHANGES IN LABOR MARKET DISCRIMINATION OVER TIME F 70
ASHENFELTER, ORLEY
JOURNAL OF HUMAN RESOURCES;5;4;403-430
COMPARATIVE ANALYSIS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, LABOR ECONOMICS, LABOR MARKET, NEGRO EMPLOYMENT, NEGROES, RACIAL DISCRIMINATION
SUGGESTS THAT ALTHOUGH DISCRIMINATION AGAINST BLACK WOMEN WAS REDUCED CONSIDERABLY BETWEEN 1950 AND 1966, THERE WAS LITTLE CHANGE FOR BLACK MEN. (BH)
ERIC: EJ028932

596 CHANGES IN OCCUPATIONAL CHARACTERISTICS PLANNING AHEAD FOR THE 1980S. 76
LECHT, LEONARD A.;AND OTHERS
CONFERENCE BOARD, INC., NEW YORK, N.Y. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 94P.
EDUCATIONAL PLANNING, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT TRENDS, FEMALES, LABOR MARKET, MANPOWER NEEDS, MINORITY GROUPS, NONPROFESSIONAL PERSONNEL, VOCATIONAL EDUCATION, WAGES, WORKING WOMEN, UNITED STATES
AN OVERVIEW IS PRESENTED OF THE MANY DEVELOPMENTS AFFECTING OCCUPATIONAL CHOICES AND TRAINING NEEDS IN THE 1980S. THE STUDY SEEKS TO DEVELOP AN UNDERSTANDING OF THE GROWTH RATE THROUGH 1985 OF 123 SELECTED OCCUPATIONS IN NONPROFESSIONAL FIELDS, EXAMINES IMPORTANT CHARACTERISTICS OF THESE OCCUPATIONS SUCH AS EARNINGS LEVEL, EDUCATIONAL ATTAINMENT, AND THE REPRESENTATION OF WOMEN AND NONWHITES, AND RELATES THE GROWTH RATE

(CONT.)

586 AND CHARACTERISTICS OF THE SELECTED OCCUPATIONS TO ACTUAL AND PROJECTED ENROLLMENTS IN VOCATIONAL EDUCATION PROGRAMS. THESE OVERALL FINDINGS EMERGED FROM THE STUDY: (1) ABOUT TWO-THIRDS OF THE JOB OPENINGS ARE EXPECTED TO ARISE FROM THE REPLACEMENT OF ATTRITION LOSSES, AND ONLY ONE-THIRD FROM EMPLOYMENT GROWTH; (2) THE NATIONS COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY WILL RESULT IN ONLY MODEST CHANGES IN THE OCCUPATIONAL DISTRIBUTION FOR WOMEN AND SOMEWHAT GREATER CHANGES FOR NONWHITES; (3) THE CONCENTRATION OF EMPLOYMENT IN OCCUPATIONS YIELDING LOW INCOMES IS ESPECIALLY MARKED FOR WOMEN AND NONWHITES; (4) A SHARP DECLINE IN THE PROPORTION OF EMPLOYED PERSONS WITH LESS THAN 12 YEARS OF SCHOOLING IS EXPECTED; (5) THERE ARE SIGNIFICANT DIVERGENCES BETWEEN JOB OPENINGS AND VOCATIONAL ENROLLMENTS ANTICIPATED IN THE 1980S, AND (6) DEMOGRAPHIC CHANGES WILL INCREASE THE IMPORTANCE OF ADULTS WITH LABOR FORCE EXPERIENCE AS THE SOURCE OF ENROLLMENT GROWTH IN VOCATIONAL PROGRAMS. (AUTHOR/NJ)
ERIC: ED133571 THE CONFERENCE BOARD, INC., 845 THIRD AVENUE, NEW YORK, N. Y. 10022 (ISBN NO. 0-8237-0129-5, $10.00--ASSOCIATE AND EDUCATION; $30.00--NON-ASSOCIATE)

587 CHANGES IN OCCUPATIONAL CHARACTERISTICS IN THE NEXT DECADE THEIR IMPLICATIONS FOR PLANNING IN VOCATIONAL EDUCATION. APR 76
LECHT, LEONARD A.;AND OTHERS
CONFERENCE BOARD, INC., NEW YORK, N.Y. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1678
NOTES: 234P.
EDUCATIONAL PLANNING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, ENROLLMENT, FEMALES, MANPOWER NEEDS, MINORITY GROUPS, NATIONAL SURVEYS, NEGRO EMPLOYMENT, NEGROES, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, SALARIES, STUDENT ENROLLMENT, VOCATIONAL EDUCATION, WORKING WOMEN, UNITED STATES
THE STUDY SEEKS TO EXPAND THE OCCUPATIONAL INFORMATION AVAILABLE TO EDUCATORS BY RELATING JOB OPENINGS DATA TO INFORMATION ABOUT THE EARNINGS OF PERSONS EMPLOYED IN DIFFERENT OCCUPATIONS, THEIR EDUCATIONAL ATTAINMENT, AND THE OPPORTUNITIES INDIVIDUAL FIELDS ARE EXPECTED TO OFFER FOR WOMEN AND NONWHITES. THE DATA REFER TO 123 OCCUPATIONS INCLUDING THOSE RELATED TO ALL THE MAJOR FEDERALLY-SUPPORTED VOCATIONAL PROGRAMS. THE REPORT PRESENTS HISTORICAL DATA AND PROJECTIONS TO 1980 AND 1985 WHICH ARE CONSISTENT WITH THE U. S. DEPARTMENT OF LABORS ECONOMIC GROWTH MODEL. THE DATA BASE INCLUDES PUBLISHED AND UNPUBLISHED DECENNIAL CENSUS DATA, CURRENT POPULATION SURVEY REPORTS, AND OFFICE OF EDUCATION AND OTHER ENROLLMENT DATA. THE RESEARCH INDICATES THAT THE VOCATIONAL ENROLLMENTS TEND TO BE CONCENTRATED IN PROGRAMS RELATED TO OCCUPATIONS WITH MEDIAN EARNINGS BELOW THOSE OF THE OVERALL LABOR FORCE. THE OCCUPATIONAL DISTRIBUTION FOR WOMEN IS PROJECTED TO CHANGE SLOWLY IN THE NEXT DECADE WITH SOMEWHAT GREATER SHIFTS FOR NONWHITES. THE MAJOR CHANGES IN EDUCATIONAL ATTAINMENT ARE EXPECTED TO TAKE PLACE IN THE LESS SKILLED OCCUPATIONS. VOCATIONAL ENROLLMENTS HAVE BECOME MORE LABOR MARKET ORIENTED. HOWEVER, THERE IS A HIGH RATIO OF ENROLLMENTS TO ANTICIPATED JOB OPENINGS IN THE AGRICULTURAL FIELDS, AND A LOW RATIO IN THE HEALTH AND DISTRIBUTION FIELDS. APPENDIXES (121 PAGES) CONTAIN THE NATIONAL PROJECTIONS, REPLICABILITY OF THE NATIONAL PROJECTIONS FOR THE STATES OF KENTUCKY AND NEW JERSEY, AND THE STATISTICAL TABLES. (AUTHOR/RG)
ERIC: ED130005

588 CHANGES IN THE LABOR MARKET POSITION OF BLACK MEN SINCE 1964 1974
VROOMAN, W.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 294-301.
BLACKS, DISCRIMINATION, EMPLOYMENT, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, JOB SECURITY, LABOR FORCE, LABOR MARKET, MANUFACTURING, MINORITIES, UNEMPLOYMENT, WAGES
EXAMINES THE DATA OVER THE LAST DECADE ON BLACK EMPLOYMENT, EARNINGS, AND JOB SECURITY AND CONCLUDES THAT BLACK MEN HAVE NEITHER FAILED TO GAIN IN THE LABOR MARKET NOR SEEN THE COLLAPSE OF ALL RACIAL DISCRIMINATION.
MGMT: IR97470294

589 CHANGES IN THE OCCUPATIONAL STRUCTURE OF U. S. JOBS MAR 75
DICESARE, CONSTANCE BOGH
MONTHLY LABOR REVIEW;98:3:24-34
DATA ANALYSIS, EMPLOYMENT PATTERNS, OCCUPATIONAL SURVEYS, EMPLOYMENT TRENDS, OCCUPATIONAL INFORMATION, CENSUS FIGURES, WORKING WOMEN, TABLES (DATA), LABOR MARKET
ANALYSIS OF CENSUS DATA SHOWS THAT PROFESSIONAL, TECHNICAL, AND KINDRED WORKERS LED THE JOB GROWTH BETWEEN 1960 AND 1970; WOMENS GROWTH WAS GREATEST IN CLERICAL AND SERVICE JOBS, ALREADY DOMINATED BY WOMEN. (AUTHOR)
ERIC: EJ113741

590 CHANGES IN THE SKILL DIFFERENTIAL: UNION WAGES IN CONSTRUCTION, 1907-1972 1976
ORTON, E.S.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.1, OCT 1976, P. 16-33.
ECONOMIC TRENDS, ECONOMICS, IMMIGRATION, INDUSTRIAL RELATIONS, LABOR MARKET, MODELING, PRODUCTIVITY, STATISTICS, UNIONS, WAGES
THE PERCENTAGE EXCESS OF SKILLED OVER UNSKILLED WAGES BROADENS AND NARROWS WITH RISE AND FALL OF ECONOMIC ACTIVITY, WITH A NARROWING TREND FROM 1933 TO ABOUT 1960, AND A FLAT TREND SINCE.
MGMT: ILR76J0016

591 CHANGING CHARACTERISTICS OF THE NEGRO POPULATION. A 1960 CENSUS MONOGRAPH. 59
PRICE, DANIEL O.
BUREAU OF THE CENSUS (DOC), SUITLAND, MD.
NOTES: 263P.
CAREER CHANGE, CENSUS FIGURES, DEMOGRAPHY, EMPLOYMENT PATTERNS, GEOGRAPHIC DISTRIBUTION, MARITAL STATUS, NEGRO EMPLOYMENT, NEGROES, POPULATION DISTRIBUTION, POPULATION TRENDS, RACIAL DISTRIBUTION, RURAL POPULATION, URBAN POPULATION
THE PURPOSE OF THIS MONOGRAPH IS TO EXAMINE THE MAJOR CHANGES THAT HAVE TAKEN PLACE IN THE NEGRO POPULATION AS THEY ARE REFLECTED IN CENSUS DATA SINCE 1870. THE 1960 CENSUS OF POPULATION PROVIDES THE MOST RECENT DATA USED EXCEPT IN CHAPTER VII WHERE DATA FOR 1965 WERE AVAILABLE. THE DISTRIBUTION OF THE NEGRO POPULATION SINCE 1870 BY REGIONS AND BY URBAN AND RURAL AREAS IS COVERED IN CHAPTER I: CHAPTER II DEALS WITH THE NET MIGRATION OF THE NEGRO AND WHITE POPULATIONS BY URBAN AND RURAL AREAS SINCE THE 1910 CENSUS. THE CHANGING EMPLOYMENT PATTERNS OF NEGROES BY MAJOR OCCUPATIONAL GROUPS SINCE 1920 ARE CONSIDERED IN CHAPTER III. CHANGES IN ELEVEN MAJOR OCCUPATIONAL GROUPS ARE EXAMINED BY REGIONS IN CHAPTER IV FOR THE PERIODS 1940 TO 1950, AND 1950 TO 1960. THE INDEX DEVELOPED IN CHAPTER IV IS USED IN CHAPTER V TO EXAMINE THE GAINS OR LOSSES OF NEGRO EMPLOYMENT IN DETAILED OCCUPATIONS AT THE NATIONAL LEVEL DURING THE TWO PERIODS COVERED. CHAPTER VI DEALS WITH CHANGES IN THE EDUCATIONAL LEVEL OF NEGROES AND WHITES. CHANGES IN THE MARITAL STATUS OF THE NEGRO POPULATION AND FAMILY COMPOSITION ARE COVERED IN CHAPTER VII. THE NUMEROUS DEMOGRAPHIC CHANGES OVER THE YEARS ARE DESCRIBED AND ANALYZED IN DETAIL USING DATA IN THE FORM OF CHARTS AND GRAPHS. (AUTHOR/JM)
ERIC: ED054277 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($2.75)

592 THE CHANGING CULTURAL PATTERNS OF WORK AND LEISURE. JAN 67
MEAD, MARGARET
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 43P.; PAPER DELIVERED AT THE SEMINAR ON MANPOWER POLICY AND PROGRAM (WASHINGTON, D. C., FEBRUARY 16, 1966).
AUTOMATION, EMPLOYMENT, LEISURE TIME, SPEECHES
THERE EXISTS TODAY A SERIES OF DISCREPANT IDEAS ABOUT THE PROBLEM OF WORK AND LEISURE. SOCIETY IN GENERAL FEELS THAT THE WRONG PEOPLE WILL HAVE THE NEW LEISURE, THAT THE PROFESSIONAL PERSONS OF THE COUNTRY ARE GOING TO WORK HARD WHILE THOSE ON THE TECHNICAL LEVEL WILL BE LESS AND LESS COMMITTED TO THEIR JOBS. THE NEW LEISURE WILL GO TO THE IMPERFECTLY EDUCATED, UNMOTIVATED PART OF THE COMMUNITY WHICH WILL MISUSE IT. THE IDEA THAT EACH INDIVIDUAL BUYS HIS WAY TO FOOD, SHELTER, EDUCATION, AND SAFETY BY HOLDING A JOB WAS CHARACTERISTIC OF THE INDUSTRIAL REVOLUTION. THE IDEA IS NO LONGER APPROPRIATE. A FUTURE PROBLEM WILL BE HOW TO DEVISE A SYSTEM IN WHICH EVERY INDIVIDUAL HAS DIGNITY AND PURPOSE IN SOCIETY, AND THE SOCIETY HAS A RATIONALE FOR DISTRIBUTING THE RESULTS OF ITS HIGH PRODUCTIVITY. A WAY MUST BE DEVISED TO SIMULTANEOUSLY TALK ABOUT FULL EMPLOYMENT FOR THE PRESENT AND PLAN FOR A DIFFERENT KIND OF SOCIETY IN THE FUTURE. THE DICHOTOMY BETWEEN WORK AND LEISURE MUST BE ELIMINATED. THERE IS NEEDED A NEW CONCEPT OF PARTICIPATION IN SOCIETY, PARTICIPATION MEANING SOMETHING LIKE CITIZENSHIP. A QUESTION-ANSWER INTERCHANGE BETWEEN SPEAKER AND AUDIENCE IS INCLUDED. (SL)
ERIC: ED021954

593 CHANGING EDUCATION FOR A CHANGING WORLD OF WORK, MIDWESTERN REGIONAL CONFERENCE ON EDUCATION, TRAINING AND EMPLOYMENT (CHICAGO, MAY 19-20, 1966). 66
BERTOLAET, FREDERICK
NOTES: 53P.
COMMUNITY COOPERATION, CONFERENCES, DISADVANTAGED YOUTH, DROPOUTS, EDUCATIONAL CHANGE, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, MANPOWER DEVELOPMENT, SPEECHES, URBAN EDUCATION, VOCATIONAL EDUCATION, MDTA PROGRAMS
IN RESPONSE TO THE EMPLOYMENT NEEDS OF YOUTH IN PRESENT-DAY SOCIETY, THE RESEARCH COUNCIL SPONSORED A SERIES OF REGIONAL CONFERENCES TO MOBILIZE AND COORDINATE RESOURCES TO (1) BETTER PREPARE YOUTH FOR JOBS, (2) REMOVE OBSTACLES TO THEIR EMPLOYMENT, (3) COORDINATE THE ACTIVITIES OF BUSINESS, INDUSTRY, AND EDUCATION IN PREPARING YOUTH FOR WORK, (4) ELIMINATE THE TIME LAG BETWEEN THE IDENTIFICATION OF NEW JOB OPPORTUNITIES AND THE INCLUSION OF PREPARATION PROGRAMS IN THE SCHOOLS, AND (5) PROVIDE FOR A SPECIFIC DELINEATION OF JOB SKILLS AND KNOWLEDGE NEEDED FOR VARIOUS JOB RESPONSIBILITIES. SIXTY-SIX REPRESENTATIVES OF BUSINESS, INDUSTRY, LABOR, GOVERNMENT, CIVIC GROUPS, AND SCHOOLS FROM MIDWESTERN CITIES ATTENDED THE CHICAGO CONFERENCE. SPEECHES PRESENTED WERE COMMUNITY COOPERATION FOR MANPOWER DEVELOPMENT BY J. TUMA, VOCATIONAL PREPARATION FOR INNER CITY YOUTH BY K. WIENTGE, PREPARATION FOR THE WORLD OF WORK--WHAT THE SCHOOLS SHOULD DO BY M.S. LOVING, THE EARLY SCHOOL LEAVER--WHAT ARE THE EMPLOYMENT OPPORTUNITIES BY D.R. FOREST, AND THE WAY AHEAD, YOUTH AND VOCATIONAL EDUCATION BY L.A. EMERSON. THE DISCUSSIONS WHICH FOLLOWED EACH SPEECH ARE SUMMARIZED. THIS DOCUMENT IS AVAILABLE FOR $2.00 FROM RESEARCH COUNCIL OF THE GREAT CITIES PROGRAM FOR SCHOOL IMPROVEMENT, 6433 WEST TOUHY, CHICAGO, ILLINOIS 60646. (JM)
AIM/ARM: VT002403

594 CHANGING FAMILY LIFESTYLES ONE ROLE, TWO ROLES, SHARED ROLES. 71
BERNARD, JESSIE
ISSUES IN INDUSTRIAL SOCIETY:2:1:21-28
CHILD REARING, DAY CARE SERVICES, EQUAL OPPORTUNITIES (JOBS), FAMILY RELATIONSHIP, FEDERAL LEGISLATION, MANPOWER UTILIZATION, PARENT ROLE, PUBLIC POLICY, WORKING WOMEN, LABOR FORCE PARTICIPATION
CALLS FOR INCREASE IN THE AVAILABILITY OF PART-TIME WORK FOR BOTH MEN AND WOMEN SO THAT

(CONT.)

594 FATHERS AND MOTHERS CAN SHARE ROLES PROVIDING INCOME, CHILDREARING, AND SOCIALIZATION. (S9)
ERIC: EJ046417

595 THE CHANGING MANPOWER SCENE 69 SUMMER
GINZBERG, ELI
J NEGRO EDUC:38:3:315-323
DISADVANTAGED YOUTH, EQUAL EDUCATION, EQUAL OPPORTUNITIES (JOBS), MANPOWER DEVELOPMENT, UNIONS
ERIC: EJ008928

596 CHANGING PATTERNS OF EMPLOYMENT IN THE NEW YORK METROPOLITAN AREA. DEC 71
JOHNSON, WILLIAM A.
NEW YORK CITY RAND INST., N.Y. NEW YORK CITY ECONOMIC DEVELOPMENT ADMINISTRATION, N.Y.
NOTES: 102P.
EMPLOYMENT PATTERNS, TABLES (DATA), METROPOLITAN AREAS, VOCATIONAL DEVELOPMENT, LABOR ECONOMICS, CAREER CHANGE, ECONOMIC FACTORS, GROWTH PATTERNS, MINORITY GROUPS, MANPOWER UTILIZATION, EMPLOYMENT PROBLEMS, MANPOWER DEVELOPMENT, NEW YORK CITY, LABOR FORCE PARTICIPATION
THIS STUDY FOCUSES ON REGIONAL CHANGE IN EMPLOYMENT PATTERNS IN THE NEW YORK METROPOLITAN AREA BETWEEN 1962 AND 1966. ITS BASIC OBJECTIVES ARE TO (1) DEVELOP A USEFUL AND PREVIOUSLY UNAVAILABLE SOURCE OF DATA ABOUT JOB CHANGE IN THE AREA, (2) ESTIMATE THE RELIABILITY OF THESE DATA, AND (3) DETERMINE MORE PRECISELY HOW THE NATURE OF EMPLOYMENT IN THE NEW YORK AREA HAS CHANGED IN RECENT YEARS, WHICH FACTORS ARE RESPONSIBLE FOR THIS CHANGE, AND WHAT IT IMPLIES FOR THE CITYS ECONOMY. A CONTINUOUS NEW YORK AREA SUBSAMPLE OF EMPLOYEES FROM THE SOCIAL SECURITY ADMINISTRATION NATIONAL ONE-PERCENT WORK HISTORY FILE WAS GENERATED, CONTAINING DETAILED INFORMATION FOR THE PURPOSE OF CROSS-TABULATION. ALTHOUGH INDUSTRIAL CLASSIFICATION IS RATHER ARBITRARY AND THERE ARE DISCREPANCIES BETWEEN THE NEW YORK CITY DATA AND STATE DATA NOW AVAILABLE, THE DATA GENERALLY SUPPORTS THE BELIEF THAT INCREASED EMPLOYMENT HAS BEEN CONCENTRATED IN SUBURBAN AREAS, WITH GROWTH IN THE CITY LIMITED TO HIGH-INCOME, OFFICE AND SERVICES, AND MINORITY EMPLOYMENT. ALTHOUGH THE SERIOUSNESS OF THE GROWING JOB-MANPOWER IMBALANCE MAY HAVE BEEN EXAGGERATED, THE INABILITY OF MINORITY GROUPS TO TAKE FULL ADVANTAGE OF JOB OPPORTUNITIES IN SUBURBAN AREAS STILL CREATES A PROBLEM FOR THESE GROUPS AND FOR THE CITY. MANY TABLES PRESENT THE DATA. (AUTHOR/AG)
AIM/ARM: VT016383 THE RAND CORPORATION, PUBLICATIONS DEPARTMENT, 1700 MAIN STREET, SANTA MONICA, CALIFORNIA 90406 ($4.00)

597 CHANGING PATTERNS OF LABOR FORCE PARTICIPATION RATES OF NONWHITES IN THE SOUTH. FEB 74
TSONG, PETER Z. W.
GEORGIA UNIV., ATHENS. ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.; NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. RANN PROGRAM.
NOTES: 14P.; PAPER PRESENTED TO THE RURAL SOCIOLOGY SECTION OF THE SOUTHERN ASSOCIATION OF AGRICULTURAL SCIENTISTS (MEMPHIS, TENNESSEE, FEBRUARY 1974); SOME TABLES AND DIAGRAMS ARE MARGINALLY REPRODUCIBLE
CAUCASIANS, EMPLOYMENT LEVEL, EMPLOYMENT TRENDS, FEMALES, LABOR FORCE, LABOR SUPPLY, MALES, NEGRO EMPLOYMENT, NEGRO ROLE, PARTICIPATION, POPULATION DISTRIBUTION, SOUTHERN STATES
GROWTH OR DECLINE IN THE LABOR FORCE CAN BE VIEWED AS STEMMING FROM CHANGES IN POPULATION AND LABOR FORCE PARTICIPATION, AND FROM THEIR INTERACTION. IN THE PERIOD 1940-70 A LARGE INCREASE OCCURRED IN THE FEMALE LABOR FORCE, PARTICULARLY IN THE SOUTH, WHILE A DECREASE WAS NOTED IN THE PARTICIPATION OF NONWHITES. WHEN THE SEXES ARE CONSIDERED SEPARATELY WITHIN THE COLOR GROUPS, THE HIGHEST INCREASE IN LABOR FORCE PARTICIPATION WAS THAT FOR WHITE FEMALES, A LOWER INCREASE WAS OBSERVED FOR NONWHITE FEMALES ALTHOUGH THEIR EMPLOYMENT RATE REMAINS HIGHER THAN FOR WHITE FEMALES. IN CONTRAST, RATES HAVE DROPPED FOR WHITE AND NONWHITE MALES IN THE SOUTH, WITH A SHARPER DECLINE FOR NONWHITES. WHEN THE VARIABLE OF AGE IS INCLUDED A STEADY DECLINE IS NOTED FOR OLDER WHITE MALES AND FOR BOTH YOUNG AND OLD NONWHITE MALES, WHILE INCREASES IN ALL AGE GROUPS OCCURRED FOR WHITE AND NONWHITE FEMALES, ESPECIALLY AMONG MIDDLE AGED NONWHITES. IN SUMMARY, THE PROPORTIONS OF PERSONS IN THE VARIOUS AGE-SEX-COLOR GROUPS COMPRISING THE TOTAL LABOR FORCE IN THE SOUTH INDICATES GREATER PARTICIPATION BY WHITE WOMEN, AND A SMALLER INCREASE FOR NONWHITE WOMEN IN THE MIDDLE AND OLDER YEARS AND FOR MIDDLE AGED WHITE MEN. (SA)
ERIC: ED102365

598 CHANGING PLACES WOMEN AND MEN IN NON-TRADITIONAL CLERICAL, CRAFT AND TECHNICAL JOBS DEC 77
SCHREIBER, CAROL T.
YALE UNIV., NEW HAVEN, CONN. DEPT. OF ADMINISTRATIVE SCIENCES.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-09-76-44
NOTES: REPT. FOR 1 JUL 76-30 JUN 77 305P
JOB SATISFACTION, ADJUSTMENT(PSYCHOLOGY), CRAFTSMEN, CLERICAL OCCUPATIONS, TECHNICAL OCCUPATIONS, NTISLABPEU, NTISLABETA
THE STUDY ADDRESSES A CONTEMPORARY SOCIAL PHENOMENON: THE ENTRY OF MEN AND WOMEN INTO CLERICAL, CRAFT AND TECHNICAL JOBS PREVIOUSLY OCCUPIED SOLELY OR PREDOMINANTLY BY MEMBERS OF THE OTHER SEX. EIGHT NON-MANAGEMENT JOBS IN ONE ORGANIZATION WERE SAMPLED.

(CONT.)
599 ONE HUNDRED MEN AND WOMEN, FIFTY IN NON-TRADITIONAL POSITIONS, WERE ASKED ABOUT WORK EXPERIENCES THROUGH INTERVIEW AND QUESTIONNAIRE. THEIR SUPERVISORS WERE QUERIED VIA SUBSEQUENT QUESTIONNAIRE. INITIAL COMPARISONS BETWEEN GROUPS ON STRESS-RELATED OUTCOMES WERE TENTATIVE, SINCE THERE WERE COMPLEX ORGANIZATIONAL FACTORS IMPINGING ON THE SAMPLE GROUP. WHEN THESE FACTORS WERE INCLUDED IN THE ANALYSES, THROUGH MULTIPLE REGRESSION ANALYSIS, THE SPECIFIC COMPONENTS OF STRESS AND SATISFACTION WERE CLARIFIED.
NTIS: PB-274 308/6ST NTIS PRICES PC A14/MF A01

599 CHANGING SCHEDULES OF WORK PATTERNS AND IMPLICATIONS. FINAL REPORT. FEB 73
GLICKMAN, ALBERT S.;BROWN, ZENIA H.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, SILVER SPRING, MD.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 125P.
EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, FRINGE BENEFITS, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANPOWER UTILIZATION, MOTIVATION, PERSONNEL MANAGEMENT, PRODUCTIVITY, WORK ATTITUDES, WORKING HOURS
THE PAST FEW YEARS HAVE BEEN HIGHLIGHTED BY MANAGEMENT EXPERIMENTS WITH VARIANTS OF A 4-DAY WEEK (PARTICULARLY IN THE U.S.) AND FLEXIBLE WORKING TIME SCHEDULES (PARTICULARLY IN EUROPE). THESE ARE ILLUSTRATIONS OF THE CHANGING PATTERNS OF WORK AND FREE TIME THAT HAVE BEGUN TO ASSUME THE STATUS OF A NEW TECHNOLOGY, AND WHICH ARE THE OBJECTS OF STUDY HERE IN ORDER TO (1) ACCUMULATE AVAILABLE INFORMATION AND EXPERIENCE ASSOCIATED WITH ADMINISTRATIVE EXPERIMENTS IN WORK SCHEDULING AND THEIR POTENTIAL CONSEQUENCES IN TERMS OF IMPACT UPON HUMAN PERFORMANCE AND VALUES, SOCIAL AND PSYCHOLOGICAL ADJUSTMENT, AND THE QUALITY OF LIFE, (2) EXPLORE IMPLICATIONS FOR DECISION-MAKING, POLICY AND PRACTICE THAT MAY OFFER GUIDELINES TO INDIVIDUALS, ORGANIZATIONS, AND POLITICAL AND SOCIAL INSTITUTIONS, AND HAVE BEARING UPON ORGANIZATIONAL EFFECTIVENESS, REGULATIONS AND LAWS, UNION AND MANAGEMENT PHILOSOPHY AND TACTICS, FAMILY LIFE, LEISURE ACTIVITIES, POLITICAL ORIENTATIONS, EMPLOYMENT STABILITY AND MOBILITY, ECONOMIC THEORY, EDUCATIONAL PROGRAMING, AND OTHER ASPECTS OF OUR SOCIAL SYSTEMS, AND (3) PROVIDE RECOMMENDATIONS FOR PROGRAMS OF RESEARCH TO FILL SIGNIFICANT GAPS IN RELEVANT AREAS OF KNOWLEDGE. A BIBLIOGRAPHY OF 106 REFERENCES IS INCLUDED. (EDITOR)
ERIC: ED079479 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151

600 CHANGING SCHEDULES OF WORK: PATTERNS AND IMPLICATIONS. JUN 74
GLICKMAN, ALBERT S.;BROWN, ZENIA H.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, SILVER SPRING, MD.; UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 108P.
CHANGE STRATEGIES, CHANGING ATTITUDES, ECONOMIC RESEARCH, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, FLEXIBLE SCHEDULE, FLEXIBLE SCHEDULING, FUTURES (OF SOCIETY), INNOVATION, LEISURE TIME, MANPOWER UTILIZATION, RESEARCH NEEDS, SOCIAL CHANGE, SOCIAL PROBLEMS, TIME BLOCKS, TREND ANALYSIS, WORK ATTITUDES, WORKING HOURS
IMPLICATIONS OF INNOVATIVE EXPERIMENTS WITH CHANGES IN THE STANDARD 40-HOUR WORKWEEK ARE DEALT WITH IN THE STUDY, WHICH IS A SHORTER VERSION OF A COMPREHENSIVE REPORT ON CHANGING WORK SCHEDULES PREPARED BY THE AMERICAN INSTITUTE FOR RESEARCH. VARYING PATTERNS OF TWO GENERAL TYPES OF WORKWEEKS ARE PRESENTED (1) THE COMPACT WORKWEEK WHICH MAY BE COMPRESSED, FOR EXAMPLE, INTO FOUR 10-HOUR DAYS; AND (2) THE FLEXIBLE WORKWEEK IN WHICH THE EMPLOYEE HAS LATITUDE IN SCHEDULING WORK TIME TO MEET THE STANDARD WEEKLY REQUIREMENT. INFORMATION IS GIVEN ABOUT VARIOUS ADMINISTRATIVE EXPERIMENTS IN WORK SCHEDULING, GIVEN PRIMARY ATTENTION ARE THE VARIOUS KINDS AND DEGREES OF IMPACT THAT ALTERNATIVE SCHEDULES OF WORK CAN HAVE ON HUMAN PERFORMANCE, SOCIAL PROCESSES AND ORGANIZATION, AND THE QUALITY OF LIFE. SUCH ALTERNATIVES MAY REQUIRE THAT SOCIAL-POLITICAL SYSTEMS DEVELOP MEANS FOR GREATER CONTROL OF FREE-TIME ACTIVITIES TO ENSURE EQUITY. PARTICULAR ATTENTION IS GIVEN TO THE SOCIAL AND PSYCHOLOGICAL ADJUSTMENTS REQUIRED AS A RESULT OF THE TREND DISCERNED BY THE RESEARCHERS, WHO OFFER GUIDANCE TO THOSE INVOLVED IN ANTICIPATING AND PREPARING FOR THE FORESEEN CHANGES. (AUTHOR/AJ)
ERIC: ED097536 THE W. E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 300 SOUTH WESTNEDGE AVENUE, KALAMAZOO, MICHIGAN 49007 ($2.50)

601 THE CHARACTERISTICS AND ROLE OF ILLEGAL ALIENS IN THE U.S. LABOR MARKET AN EXPLORATORY STUDY. MAR 76
NORTH, DAVID S.;HOUSTOUN, MARION F.
LINTON AND CO., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. ETA-DOL-20-11-74-21
NOTES: 330P.; SEVERAL TABLES MAY NOT REPRODUCE WELL DUE TO SMALL, FAINT TYPE
BUSINESS CYCLES, DEMOGRAPHY, DISADVANTAGED GROUPS, EMPLOYMENT EXPERIENCE, GOVERNMENT ROLE, ILLEGAL IMMIGRANTS, LABOR MARKET, LABOR PROBLEMS, LABOR SUPPLY, OCCUPATIONAL SURVEYS, SOCIOECONOMIC INFLUENCES, UNSKILLED LABOR, UNITED STATES
DATA ON THE CHARACTERISTICS AND LABOR MARKET EXPERIENCES OF ILLEGAL ALIENS IN THE U.S. WORK FORCE WERE COLLECTED BY VOLUNTARY INTERVIEWS WITH 793 APPREHENDED ILLEGAL IMMIGRANTS WHO HAD WORKED AT LEAST TWO WEEKS IN THE U.S. FROM THE RESULTING DIVERSE COLLECTION OF CASE HISTORIES, IT WAS CONCLUDED THAT (1) ILLEGAL WORKERS IN THE U.S. ARE LIKELY TO BE DISADVANTAGED PERSONS WITH LITTLE EDUCATION AND FEW SKILLS AND EMPLOYED IN LOW-LEVEL JOBS (MOST REPORTED EMPLOYMENT AS THE PRIMARY MOTIVE FOR MIGRATION AND SENT AN AVERAGE OF $105 A MONTH TO THEIR HOMELAND TO HELP SUPPORT AN AVERAGE OF 4.6 PEOPLE); AND (2) SINCE ILLEGAL WORKERS ARE SUCCESSFUL IN FINDING LOW-LEVEL JOBS DUE TO WORK

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601 EXPERIENCE IN THEIR OWN COUNTRIES, AND APPEAR TO BE HIGHLY MOTIVATED AND PRODUCTIVE. AN INCREASING SUPPLY OF ILLEGAL ALIENS IS LIKELY TO DEPRESS THE EDUCATIONAL AND SKILL LEVEL OF THE WORKFORCE, DEPRESS LABOR STANDARDS IN THE SECONDARY SECTOR, CAUSE DISPLACEMENT OF LOW-SKILL LEGAL RESIDENT WORKERS, AND CREATE A NEW CLASS OF DISADVANTAGED WORKERS. DATA ARE PROVIDED FOR THE SURVEY RESPONDENTS ON DEMOGRAPHIC CHARACTERISTICS, WORK EXPERIENCE, BACKHOME SOCIOECONOMIC CONDITIONS, REASONS FOR MIGRATION, AND ON THEIR CONTACT WITH VARIOUS GOVERNMENTAL SYSTEMS. U.S. IMMIGRATION POLICY AND PRACTICES ARE DISCUSSED, AS WELL AS THE ROLE AND IMPACT OF ILLEGALS ON THE U.S. LABOR MARKET. APPENDED TO THE REPORT ARE RESULTS OF ANOTHER SURVEY OF ILLEGAL IMMIGRANTS AND THE INTERVIEW SCHEDULE. (NJ)
ERIC: ED033420

602 CHARACTERISTICS OF AMERICAN YOUTH 1970 1 FEB 71
BUREAU OF THE CENSUS, WASHINGTON, D.C.
NOTES: CURRENT POPULATION REPORTS. SPECIAL STUDIES. 39P
CENSUS, UNITED STATES, CURRENT POPULATION REPORTS, YOUTH, RACE, MARITAL STATUS, OCCUPATION
THE REPORT PRESENTS DATA ON THE CHARACTERISTICS OF PERSONS 14 TO 24 YEARS OLD. DATA ARE INCLUDED ON THEIR NUMBERS, RACIAL COMPOSITION, SCHOOL ENROLLMENT, EDUCATIONAL ATTAINMENT, MARITAL STATUS, FAMILY COMPOSITION, FERTILITY, MIGRATION, VOTER PARTICIPATION, LABOR FORCE STATUS, OCCUPATION, AND INCOME. (AUTHOR)
NTIS: COM-71-50159-34 NTIS PRICES PC-$00

603 CHARACTERISTICS OF AMERICAS ENGINEERS AND SCIENTISTS 1960 AND 1962. AUG 69
BUREAU OF THE CENSUS (DOC), SUITLAND, MD.
NOTES: 79P.
EMPLOYMENT PATTERNS, ENGINEERING EDUCATION, ENGINEERS, MANPOWER UTILIZATION, NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, SCIENCE EDUCATION, SCIENTISTS, TECHNICAL REPORTS
PRESENTED ARE NATIONAL STATISTICS ON THE 1960-62 EMPLOYMENT CONDITIONS OF AMERICAS SCIENTIFIC AND ENGINEERING MANPOWER IN RELATION TO ECONOMIC AND SOCIAL CHARACTERISTICS. THE EIGHT-PAGE QUESTIONNAIRE USED IN THE 1962 POSTCENSAL SURVEY IS CONCERNED WITH THE COLLECTION OF DATA FROM INDIVIDUALS CLASSIFIED AS SCIENTISTS AND ENGINEERS IN THE 1960 DECENNIAL CENSUS OF POPULATION. A TOTAL OF 37 TABLES IS PROVIDED IN THIS REPORT TO ILLUSTRATE THE FOLLOWING TOPICS STABILITY OF EMPLOYMENT, OCCUPATION, WORK ACTIVITIES, AND TYPE OF EMPLOYER FOR EMPLOYED ENGINEERS AND SCIENTISTS: CAREER PATTERNS, INCLUDING WORK HISTORIES OF EMPLOYER AND OCCUPATIONAL TURNOVER, AND OCCUPATIONAL ORIGINS: EDUCATIONAL PREPARATION, INCLUDING FORMAL AND NONFORMAL TRAINING AND CHANGE IN THIS PREPARATION OVER TIME: AND THE PERSONAL, SOCIAL, AND PROFESSIONAL CHARACTERISTICS OF SCIENTISTS AND ENGINEERS, COVERING CITIZENSHIP, MARITAL STATUS, RESIDENCE, SALARIES, AND INCOME. INCLUDED IN THE APPENDICES ARE AN EXAMPLE QUESTIONNAIRE, A FIELDS OF SPECIALIZATION LIST, TWO DESCRIPTIONS OF THE POSTCENSAL STUDIES PROGRAM, TWO TABLES OF UNIVERSE ESTIMATES, AND TEN TABLES OF STANDARD ERRORS OF ABSOLUTES AND PERCENTAGES. (CC)
ERIC: ED082944 SUPERINTENDENT OF DOCUMENTS, GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($0.70)

604 CHARACTERISTICS OF NEIGHBORHOOD YOUTH CORPS IN-SCHOOL PROJECTS AN ANALYSIS FOR THE YEAR 1966-67. APR 67
MCNAMARA, ROBERT J.:KAMEN, CHARLES S.
NATIONAL OPINION RESEARCH CENTER, CHICAGO, ILL. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 126P.
DEMOGRAPHY, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, FINANCIAL SUPPORT, GUIDANCE COUNSELING, HIGH SCHOOL STUDENTS, JOB SATISFACTION, NATIONAL PROGRAMS, RECRUITMENT, RURAL AREAS, STATISTICAL DATA, STUDENT CHARACTERISTICS, STUDENT ENROLLMENT, SUPERVISORY ACTIVITIES, TABLES (DATA), URBAN AREAS, WORK STUDY PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC
THIS STUDY OF THE NEIGHBORHOOD YOUTH CORPS (NYC) WAS PREPARED FOR THE NATIONAL OFFICE DESCRIBING THE IN-SCHOOL PROGRAMS FUNDED AND IN OPERATION FOR THE 1967-68 ACADEMIC YEAR. IT WAS BASED ON RESPONSES FROM 1257 PROJECT OFFICIALS REPRESENTING AN ENROLLMENT OF 132,468 YOUTHS. THERE WERE 490 URBAN PROJECTS, 703 RURAL PROJECTS, AND 64 MIXED PROJECTS. GENERAL PROJECT CHARACTERISTICS FOR THE COUNTRY AS A WHOLE, AS WELL AS FOR EACH REGION, WERE ANALYZED IN TERMS OF POPULATION TYPE, PROGRAM SIZE, VARIETIES OF EMPLOYMENT STATIONS, AND ENROLLEES DESCRIPTIONS. IT WAS FOUND THAT MOST DIFFERENCES AMONG PROJECTS EXISTED, NOT BECAUSE OF REGIONAL LOCATION, BUT RATHER DUE TO SIZE AND TYPE. IN GENERAL, LARGE URBAN PROGRAMS ASSIGNED PARTICIPANTS MORE EFFECTIVELY TO WHITE COLLAR JOBS, PROVIDED MORE DIRECT AND FREQUENT SUPERVISION BETWEEN STAFF MEMBERS AND ENROLLEES, AND OFFERED MORE COUNSELING SERVICE. ALSO, THE LARGER THE PROJECT THE MORE ADEQUATE WAS THE FUNDING FOR A VARIETY OF ACTIVITIES. HOWEVER, 72% OF ALL SPONSORS REPORTED THAT THERE WERE MORE STUDENTS ELIGIBLE FOR THE NEIGHBORHOOD YOUTH CORPS THAN THEIR BUDGETS ALLOWED. THE MOST IMPORTANT SUCCESS FACTOR IN THE PROGRAM, ACCORDING TO 86% OF THE RESPONDENTS, WAS THE SIMPLE PLACEMENT OF A YOUTH IN A JOB FOR WHICH HE RECEIVED WAGES. JOB SATISFACTION AND COUNSELING ALSO CONTRIBUTED TO THE ENROLLEES SENSE OF ACHIEVEMENT. (RB)
ERIC: ED025579

605 CHARACTERISTICS OF NON-COLLEGE VOCATIONALLY-ORIENTED SCHOOL LEAVERS AND GRADUATES. FEB 68
HALLINSON, GEORGE G.
WESTERN MICHIGAN UNIV., KALAMAZOO.
CONTRACT NO. OEC-6-85-071

(CONT.)
605 NOTES: 63P.
ACADEMIC ACHIEVEMENT, ATTITUDES, COMPARATIVE ANALYSIS, DROPOUTS, EDUCATIONAL EXPERIENCE, FAMILY INFLUENCE, FOLLOWUP STUDIES, GUIDANCE SERVICES, HIGH SCHOOL GRADUATES, INDIVIDUAL CHARACTERISTICS, INTERVIEWS, NONCOLLEGE PREPARATORY STUDENTS, OCCUPATIONAL ASPIRATION, POST SECONDARY EDUCATION, QUESTIONNAIRES, SELF CONCEPT, SOCIOECONOMIC STATUS, VOCATIONAL EDUCATION, SCIENCE MOTIVATION PROJECT I
THE PURPOSE OF THIS STUDY WAS TO SURVEY A REPRESENTATIVE SAMPLE OF NON-COLLEGE BOUND STUDENTS WHO WERE DROPOUTS OR GRADUATES OF THE CLASS OF JUNE 1963, IN 12 MIDWESTERN HIGH SCHOOL. SPECIFICALLY, THE STUDY WAS DESIGNED TO INVESTIGATE THE SOCIOECONOMIC BACKGROUNDS, THE ACADEMIC BACKGROUNDS, AND THE REACTIONS OF THESE NON-COLLEGE BOUND STUDENTS TO SELF, FAMILY, AND SCHOOL. FURTHER, IT WAS DESIGNED TO DETERMINE THE OCCUPATIONAL AREAS ENTERED BY THE SUBJECTS, WHAT VOCATIONAL TRAINING, IF ANY, THEY HAD EXPERIENCED, AND THEIR REACTIONS TO SUCH TRAINING. DATA COLLECTION INCLUDED COMPARISON OF STANDARDIZED TEST SCORES WITH A MATCHED GROUP OF STUDENTS WHO HAD ENTERED COLLEGE, AND PERSONAL INTERVIEWS. THE FINDINGS OF THIS STUDY WOULD INDICATE THAT HIGH SCHOOLS NEED TO PAY GREATER ATTENTION TO THE ACADEMIC AND COUNSELING PROGRAMS OF THE NON-COLLEGE BOUND STUDENTS. (CH)
ERIC: ED025602

606 CHARACTERISTICS OF URBAN ENROLLEES ENTERING THE JOB CORPS. LONGITUDINAL MANPOWER EVALUATION STUDIES. NOV 72
OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. OFFICE OF PLANNING, RESEARCH, AND EVALUATION.
NOTES: 77P.
ACADEMIC ACHIEVEMENT, FAMILY BACKGROUND, INDIVIDUAL CHARACTERISTICS, LONGITUDINAL STUDIES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MOTIVATION, SOCIOECONOMIC STATUS, UNEMPLOYMENT, URBAN AREAS, URBAN YOUTH, YOUTH EMPLOYMENT, JOB CORPS
THIS PAPER IS THE FIRST IN A SERIES DESCRIBING THE RESULTS OF THE LONGITUDINAL MANPOWER STUDY, A NATIONAL STUDY OF FOUR MAJOR MANPOWER PROGRAMS AS THEY OPERATE IN LARGE URBAN AREAS. INCLUDED IN THE PAPER ARE DATA GAINED FROM THE RESPONSES OF 1,236 JOB CORPS ENROLLEES CONCERNING THEIR REASONS FOR JOINING THE PROGRAM, THEIR DEMOGRAPHIC CHARACTERISTICS AND HANDICAPS TO EMPLOYMENT, AND THEIR JOB HISTORIES PRIOR TO PROGRAM ENTRY. DATA ANALYSIS REVEALED THAT (1) THE TYPICAL JOB CORPS ENROLLEE IS A BLACK MALE, 16 OR 17 YEARS OLD, (2) FRIENDS AND RELATIVES PLAY A STRONG ROLE IN THE YOUTHS DECISION TO JOIN THE JOB CORPS, (3) ENROLLEES JOIN THE JOB CORPS IN HOPES OF GETTING A BETTER JOB, (4) THE ENROLLEES FAMILIES ARE SOMEWHAT LARGER WITH BOTH PARENTS MORE LIKELY TO BE PRESENT, (5) FEW ENROLLEES REPORT PHYSICAL HANDICAPS BUT MANY APPEAR TO BE SUBJECT TO OTHER CONDITIONS WHICH MAY RESTRICT THEIR CHOICE OF JOBS, SUCH AS INCOMPLETE EDUCATION AND ARREST RECORD, AND (6) MANY ENROLLEES EXPERIENCE A DIFFICULT TIME FINDING SATISFACTORY WORK PRIOR TO ENTERING THE PROGRAM. (SB)
ERIC: ED078218 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 215 637, MF $.95, SEE CATALOG FOR HARDCOPY PRICE)

607 THE CHARACTERISTICS, EDUCATION AND EARNINGS OF TECHNICIANS. FINAL REPORT. SEP 70
WINNICK, ANDREW J.
CALIFORNIA UNIV., SANTA BARBARA. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 375P.
CLASSIFICATION, EDUCATION, EMPLOYMENT QUALIFICATIONS, INCOME, JOB ANALYSIS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, SUBPROFESSIONALS, TECHNICAL EDUCATION, TECHNICAL OCCUPATIONS
THIS REPORT IS CONCERNED WITH THE CLASSIFICATION, EDUCATION, TRAINING, AND EARNINGS OF TECHNICIANS. THE REPORT SEEKS AN OPERATIONAL DEFINITION OF THE TERM TECHNICAL AND EXAMINES HOW ONE CLASSIFIES INDIVIDUALS INTO THE TECHNICAL CATEGORY. IMPROVED METHODS OF OCCUPATIONAL CLASSIFICATION ARE SOUGHT, USING THE STATISTICAL TECHNIQUE OF DISCRIMINATE ANALYSIS TO EVALUATE THE IMPACT OF UNRELIABLY CLASSIFIED WORKERS ON THE PATTERNS OF JOB ACTIVITIES DISPLAYED BY WORKERS IN WHAT WAS DESIGNATED AS TECHNICAL OCCUPATIONS. A CLASSIFICATION PROCEDURE BASED ON THE DISCRIMINATE ANALYSIS IS EMPLOYED TO ALLOW RECLASSIFICATION OF CERTAIN OF THE UNRELIABLE WORKERS. THE AMOUNT AND TYPE OF EDUCATION AND TRAINING OF WORKERS IN TECHNICAL OCCUPATIONS ARE EXAMINED AND DIFFERENCES IN EDUCATION AND TRAINING ARE RELATED TO DIFFERENCES IN EARNINGS. (AUTHOR/JS)
ERIC: ED055234 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 194 560: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

608 CHARWOMAN (ANY IND.) 2-82.10: MAID, WARD (MED. SER.) 2-24.12: PORTER I (ANY IND.) 2-86.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, DOMESTICS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MAIDS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, CHARWOMAN, GATB, GENERAL APTITUDE TEST BATTERY, PORTERS, WARD MAID
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR

(CONT.)

608 COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED065579

609 CHECKER (CLERICAL) II 209.698; IBM CODER 219.388; INSERTER (CLERICAL) 230.887; LETTER OPENER OPERATOR 231.598; MAIL CLERK (CLERICAL) 231.588; SORTER (CLERICAL) 209.688 --TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JAN 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 11P.
APTITUDE TESTS, CLERICAL OCCUPATIONS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CHECKER, GATB, GENERAL APTITUDE TEST BATTERY, IBM CODER, INSERTER, LETTER OPENING OPERATOR, MAIL CLERK SORTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED060068

610 CHEESE WRAPPER AND PACKER 920.887--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 8P.; REVISED
APTITUDE TESTS, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CHEESE WRAPPER AND PACKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED059294

611 CHEMICAL AND METALLURGICAL TECHNOLOGY-TECHNICAL INSTITUTE TRAINING 008.--- AND 011. ---
---TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 12P.
APTITUDE TESTS, CHEMICAL TECHNICIANS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METALLURGICAL TECHNICIANS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, POST SECONDARY EDUCATION, TECHNICAL INSTITUTES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED069773

612 CHEMICAL OPERATOR (CHEM.) III 559.782--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 168.
APTITUDE TESTS, CHEMISTRY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CHEMICAL OPERATORS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069775

613 CHEMIST, ASSISTANT(PROFESS. AND KIN.) 0-50.22--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 60
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CHEMICAL TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059286

614 THE CHICAGO JOBS LABOR MOBILITY PROJECT. FINAL REPORT. OCT 69
HELFER, CHARLES
ILLINOIS JOBS, CHICAGO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 23P.
ECONOMICALLY DISADVANTAGED, HOUSING DEFICIENCIES, HOUSING DISCRIMINATION, HOUSING NEEDS, JOB TRAINING, MOBILITY, NEGRO YOUTH, RACIAL DISCRIMINATION, RELOCATION, UNEMPLOYED, VOCATIONAL COUNSELING, CHICAGO, JOB OPPORTUNITIES THROUGH BETTER SKILLS (JOBS)
THE PURPOSE OF THE PROJECT WAS TO RELOCATE YOUNG, POOR, UNEMPLOYED NEGROES FROM THE INNER CORE OF CHICAGO TO OUTLYING SUBURBAN COMMUNITIES IN ORDER TO PROVIDE GREATER UPWARD MOBILITY. MOST WERE TO HAVE COMPLETED A JOBS (JOB OPPORTUNITIES THROUGH BETTER SKILLS) PROGRAM OF PREVOCATIONAL COUNSELING AND SKILL TRAINING. (AUTHOR)
ERIC: ED031949 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 767, MF $1.45, HC $3.00)

615 THE CHICAGO SCHOOLS. 71
HERRICK, MARY J.
NOTES: 460P.
DISADVANTAGED YOUTH, EDUCATIONAL HISTORY, LABOR UNIONS, NEGRO STUDENTS, PUBLIC EDUCATION, RACE RELATIONS, UNIONS, URBAN EDUCATION, CHICAGO, ILLINOIS
THIS SOCIAL HISTORY OF PUBLIC EDUCATION IN CHICAGO FOCUSES ON THE PROBLEMS ENCOUNTERED AND THE SUBSEQUENT CHANGES THAT TOOK PLACE. THE TRANSFORMATION OF THE FRONTIER SCHOOLS TO ACCOMMODATE INDUSTRIALIZATION IS TRACED. THE UNIONIZATION AND ORGANIZATION OF CHICAGO TEACHERS ARE SHOWN. THE POLITICAL, RACIAL, AND FINANCIAL PROBLEMS THAT NOW FACE CHICAGO PUBLIC SCHOOLS ARE ANALYZED. (AUTHOR/JM)
ERIC: ED057137 SAGE PUBLICATIONS, INC., 275 SOUTH BEVERLY DRIVE, BEVERLY HILLS, CALIFORNIA 90212 ($12.95)

616 THE CHICANA--PERSPECTIVES FOR EDUCATION SPR 73
DE LAZARIN, ANNA NIETO GOMEZ
ENCUENTRO FEMENIL:1:1:34-61
EDUCATION, EMPLOYMENT, FEMALES, MEXICAN AMERICANS, SEX DISCRIMINATION, CULTURE CONFLICT, FAMILY ENVIRONMENT, OCCUPATIONAL GUIDANCE, SEXUALITY, WOMENS STUDIES
INCLUDED IN THIS ARTICLE ARE SEVERAL SHORT DISCUSSIONS OF THE CHICANAS ROLE IN THE

(CONT.)
618 FAMILY, ON THE COLLEGE CAMPUS, FAMILY AND COUNSELORS ATTITUDES, AND STUDIES ON THE CHICANA. (NO)
ERIC: EJ083184

617 CHICANAS IN THE LABOR FORCE 74
NIETO-GOMEZ, ANNA
ENCUENTRO FEMENIL;1;2;28-33
EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, LABOR FORCE, WORKING WOMEN, COMPARATIVE ANALYSIS, JOB MARKET, OCCUPATIONAL SURVEYS, SPANISH SPEAKING, STATISTICAL DATA, CHICANAS
ERIC: EJ121292

618 CHICANOS AND RURAL POVERTY. POLICY STUDIES IN EMPLOYMENT AND WELFARE NUMBER 16. 73
BRIGGS, VERNON P., JR.
NOTES: 81P.
AGRICULTURAL LABORERS, ECONOMIC DISADVANTAGEMENT, ETHNIC GROUPS, FEDERAL PROGRAMS, LABOR MARKET, LABOR SUPPLY, MANPOWER UTILIZATION, MEXICAN AMERICANS, MIGRANTS, RETRAINING, SOCIOECONOMIC STATUS, SPANISH SPEAKING, CHICANOS
THE TEXT DESCRIBES THE LIVES AND WELFARE OF THE CHICANOS AS AFFECTED BY DEVELOPMENT IN RURAL ECONOMY: PARTICULARLY IN THE SOUTHWEST, WHERE THEY HAVE THEIR HIGHEST POPULATION CONCENTRATION. THE STUDY DOES NOT SEEK TO PERPETUATE THE MYTH THAT CHICANOS AS A GROUP ARE TIED INTRINSICALLY TO RURAL SECTIONS: MOST ARE NOT. NONETHELESS, MANY STILL ARE, AND WILL BE FOR SOME TIME. IT DOES INVESTIGATE THEIR HIGH RATE OF RURAL POVERTY, WHICH HAS ASSUMED A CHARACTER THAT IS DISTINCTLY DIFFERENT FROM THE PLIGHT OF OTHER GROUPS AND REGIONS. THIS POLICY PAPER IS AN OUTGROWTH OF A CENTER FOR THE STUDY OF HUMAN RESOURCES PROJECT (UNIVERSITY OF TEXAS AT AUSTIN). CONTENTS INCLUDE (1) GENERAL BACKGROUND: (2) SPECIAL CONSIDERATIONS: (3) RURAL LABOR MARKET OF THE SOUTHWEST: (4) LABOR SUPPLY AND PUBLIC POLICY: (5) EFFECT OF GENERAL AGRICULTURAL EMPLOYMENT POLICIES: (6) INFLUENCE OF MANPOWER POLICY AND (7) CONCLUDING OBSERVATIONS. THE REPORT OBSERVED THAT THERE WAS AN OBVIOUS NEED FOR RETRAINING, WELFARE REFORM, AND INCOME MAINTENANCE PROGRAMS. (FF)
ERIC: ED085142 JOHN HOPKINS UNIVERSITY PRESS, BALTIMORE, MD. 21218 ($1.95)

619 CHILD CARE DATA AND MATERIALS. OCT 74
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON FINANCE.
NOTES: 267P.: REVISED EDITION OF DOCUMENT PREPARED BY THE STAFF FOR THE USE OF THE COMMITTEE ON FINANCE (U.S. SENATE, 93RD CONGRESS, 2ND SESSION)
CERTIFICATION, CHILD CARE, CHILD CARE CENTERS, CHILD WELFARE, DAY CARE SERVICES, EARLY CHILDHOOD EDUCATION, FAMILY DAY CARE, FAMILY INCOME, FEDERAL LEGISLATION, FEDERAL PROGRAMS, GOVERNMENT ROLE, NATIONAL SURVEYS, STATE STANDARDS, STATISTICAL DATA, WORKING WOMEN
THIS REPORT PRESENTS CURRENT STATISTICS, REPORTS, STATUTORY LANGUAGE, AND REGULATIONS PERTAINING TO CHILD CARE IN THE UNITED STATES IN 1974. A SHORT SUMMARY PRECEDES THE NUMEROUS TABLES WHICH COMPOSE NEARLY THREE-QUARTERS OF THE REPORT. THESE TABLES ILLUSTRATE THE FOLLOWING KINDS OF DATA (1) THE NUMBER AND STATUS OF CHILDREN NEEDING CHILD CARE: (2) THE NUMBER OF WOMEN IN THE LABOR FORCE, BOTH IN FEMALE-HEADED AND HUSBAND-WIFE FAMILIES, PARTICULARLY IN RELATION TO STATUS AND INCOME: (3) CHILD CARE ARRANGEMENTS AVAILABLE (WITH APPROXIMATE USAGE), INCLUDING PREPRIMARY SCHOOLS, CHILD CARE CENTERS, FAMILY DAY CARE AND HOME CARE, WITH PARTICULAR REFERENCE TO THE CARE OF CHILDREN UNDER SIX YEARS OF AGE: (4) FEDERAL INVOLVEMENT IN CHILD CARE, INCLUDING TYPE OF INVOLVEMENT AND FISCAL LEVEL: AND (5) CURRENT STATE AND FEDERAL LICENSING STANDARDS AND REGULATIONS. THE APPENDICES INCLUDE EXCERPTS FROM VARIOUS REPORTS THAT EITHER WERE USED IN COMPILING THE DATA OR ARE INCLUDED TO ELUCIDATE CERTAIN ISSUES. (ED)
ERIC: ED115376 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 5270-02549, $2.55)

620 CHILD CARE 76 AND BEYOND THE DESIGN AND MANAGEMENT OF SYSTEMS FOR SUPPLYING CHILD CARE AND SUPPORTIVE CHILD DEVELOPMENT SERVICES IN THE EAST METROPOLITAN AREA. DEC 74
WINGET, W. GARY
GREATER ST. PAUL COUNCIL FOR COORDINATED CHILD CARE, MINN.
NOTES: 109P.
CHILD CARE, COMMUNITY STUDY, CONSULTATION PROGRAMS, DAY CARE SERVICES, DELIVERY SYSTEMS, DEMOGRAPHY, MANAGEMENT SYSTEMS, NEEDS ASSESSMENT, PROGRAM DESIGN, RESEARCH PROPOSALS, SYSTEMS DEVELOPMENT, TREND ANALYSIS, WORKING PARENTS, GREATER SAINT PAUL COUNCIL COORDINATED CHILD CARE
THIS PROJECT DESCRIBES THE PROPOSED DESIGN AND MANAGEMENT OF SYSTEMS FOR SUPPLYING CHILD CARE AND SUPPORTIVE SERVICES IN THE EAST METROPOLITAN AREA OF ST. PAUL, MINNESOTA, AND ADDRESSES THE GENERAL PROBLEM OF THE INCREASED NEED AND DEMAND FOR FORMAL CHILD CARE SERVICES. THE STATED GOAL OF THE PROJECT IS TO ASSURE CHILD CARE SERVICES WHICH ARE CONDUCIVE TO THE OPTIMAL GROWTH AND DEVELOPMENT OF ALL CHILDREN NEEDING SUCH CARE. THE ATTAINMENT OF THIS GOAL IS SEEN AS INVOLVING THE DEVELOPMENT OF DUAL SERVICE SYSTEMS, ONE SYSTEM SUPPLYING FORMAL CHILD CARE SERVICES AND THE OTHER SYSTEM SUPPLYING SUPPORTIVE CHILD DEVELOPMENT SERVICES. OBJECTIVES FOR THE CHILD CARE SERVICE SYSTEM ARE TO BE MET IN TWO PHASES PHASE I, ESTABLISHING A CHILD CARE SERVICE UNIT, INVOLVING ESSENTIAL PUBLIC, PRIVATE, EMPLOYER, UNION, PARENT AND PROFESSIONAL INTERESTS, ESTABLISHING BASELINE DATA FOR USE IN FORECASTING DEMAND, AND RECOMMENDING THE IMPLEMENTATION OF A TESTED SYSTEM FOR SUPPLYING FORMAL SERVICES TO MEET PARENT DEMANDS: AND PHASE II SUPPLYING THE FORMAL SERVICES NEEDED AND ASSISTING OTHER AREAS IN REPLICATING THE SYSTEM. OBJECTIVES OF THE SUPPORTIVE CHILD DEVELOPMENT SYSTEM ARE TO IDENTIFY THE NEEDS OF PARENTS, CHILDREN, AND CAREGIVERS, AND TO PLAN AND SECURE FUNDING

(CONT.)
620 FOR A SYSTEM CAPABLE OF SUPPLYING THE COMPREHENSIVE AND CONSULTATIVE SERVICES REQUIRED. (GO)
ERIC: ED119909

621 CHILD CARE AND THE WORKING WOMAN. A REPORT OF THE SECRETARYS ADVISORY COMMITTEE ON THE RIGHTS AND RESPONSIBILITIES OF WOMEN. JUL 75
GOLD, JANE
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.
NOTES: 54P.
CHILD CARE, CHILD CARE CENTERS, CONFERENCE REPORTS, DAY CARE SERVICES, DELIVERY SYSTEMS, FEDERAL LEGISLATION, GOVERNMENT ROLE, NATIONAL PROGRAMS, NEEDS ASSESSMENT, ORGANIZATION, PROGRAM DEVELOPMENT, PUBLIC POLICY, TAXES, WORKING WOMEN, FAIR LABOR STANDARDS ACT, INCOME TAXES, SOCIAL SECURITY ACT TITLE XX
PROCEEDINGS OF A 1975 CONFERENCE ON CHILD CARE AND THE WORKING WOMAN FOR REPRESENTATIVES FROM NATIONAL WOMENS ORGANIZATIONS, CHILD ADVOCACY GROUPS, LABOR UNIONS, RELIGIOUS AND CONSUMER ASSOCIATIONS, AND PRIVATE INDIVIDUALS ARE CONTAINED IN THIS REPORT ALONG WITH A SUMMARY OF THE 1975 REPORT OF THE SUBCOMMITTEE ON SOCIAL SERVICES AND WELFARE AND RECOMMENDATIONS. THE CONFERENCE REPORT INCLUDES BACKGROUND INFORMATION ON THE ISSUES TITLE XX OF THE SOCIAL SECURITY ACT, ALTERNATIVE ORGANIZATION MODELS FOR CHILD CARE SERVICES, CHILD CARE AS AN INCOME TAX DEDUCTION, COVERAGE OF DOMESTIC WORKERS UNDER THE FAIR LABOR STANDARDS ACT, AND THE ORGANIZATION OF THE CONFERENCE. RECOMMENDATIONS FOR CHANGE ARE MADE IN THE FOLLOWING AREAS TITLE XX AND PUBLIC PARTICIPATION, ALTERNATIVE ORGANIZATIONAL DESIGNS FOR DELIVERING CHILD SERVICES, CHILD CARE AS AN INCOME TAX DEDUCTION, IMPACT OF THE EXTENSION OF THE FAIR LABOR STANDARDS ACT TO DOMESTIC WORKERS ON CHILD CARE, AND CONFERENCE RECOMMENDATIONS FOCUSED ON THE DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE (DHEW) ROLE IN SECURING AND DESIGNING A NATIONAL CHILD CARE PROGRAM. APPENDIXES CONTAIN CONGRESSWOMAN MARGARET M. HECKLERS SPEECH, A LIST OF CONFERENCE PARTICIPANTS, AND PROGRAM AGENDAS FOR CONFERENCE ACTIVITIES. (TA)
ERIC: ED138779 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.20)

622 CHILD CARE AND WORKING MOTHERS A STUDY OF ARRANGEMENTS MADE FOR DAYTIME CARE OF CHILDREN. 68
RUDERMAN, FLORENCE A.
CHILD WELFARE LEAGUE OF AMERICA, INC., NEW YORK, N.Y.
NOTES: 392P.
CHANGING ATTITUDES, CHILD CARE WORKERS, CHILDREN, COMMUNITY ATTITUDES, COMMUNITY STUDY, DAY CARE PROGRAMS, DAY CARE SERVICES, FACILITIES, FAMILY CHARACTERISTICS, HOME PROGRAMS, MOTHER ATTITUDES, MOTHERS, PARENT ATTITUDES, SOCIOECONOMIC INFLUENCES, WORKING WOMEN, CHILD WELFARE LEAGUE OF AMERICA
IN 1960, THE CHILD WELFARE LEAGUE OF AMERICA BEGAN THE DAY CARE PROJECT TO SURVEY RESEARCH TO CLARIFY AND REVISE DAY CARE SERVICES. A THREE STAGE PROGRAM ASSESSED ATTITUDES AND PRACTICES IN SEVEN COMMUNITIES. STAGE I TAPPED COMMUNITY OPINIONS (NAMELY, WORKING MOTHERS) ON CHILD WELFARE ISSUES. STAGE II UTILIZED FIELD TECHNIQUES TO SURVEY SUPPLEMENTARY CHILD CARE PRACTICES IN 300 FAMILIES. STAGE III SURVEYED 1400 DAY CARE FACILITIES AND STUDIED LICENSING LAWS. WHEN COMPLETED IN 1964, THE STUDY REVEALED THAT (1) CLIENTELE CAME FROM NORMAL HOMES, (2) CHILDREN OF WORKING MOTHERS NEED SUPPLEMENTARY CHILD CARE SERVICES, (3) MUCH IN-HOME CARE FOR INFANTS IS IN A CARETAKERS HOME, (4) MOTHERS WANT RESPONSIBLE CARE GIVEN AND DAY CARE IS FREQUENTLY OF POOR QUALITY, (5) STAFF REFLECTS LOW STANDARDS OF SELECTION AND STAFF IS DIFFICULT TO RECRUIT, (6) VIRTUES OF FAMILY DAY CARE ARE SELDOM REALIZED, AND (7) GOOD CARE MUST BE DIFFERENTIATED BY AGE OF CHILD. THE FINDINGS SUGGEST THAT CURRENT PRACTICES NEED TO MOVE TOWARD DEVELOPMENTS OF SUPPLEMENTARY CHILD CARE FACILITIES WHICH ARE INDEPENDENT OF CONNOTATIONS OF SOCIAL WORK AND PUBLIC UTILITY. (MY)
ERIC: ED045175 CHILD WELFARE LEAGUE OF AMERICA, INC., 44 E. 23RD ST., NEW YORK, N.Y. 10019 ($7.50)

623 CHILD CARE ARRANGEMENTS OF AFDC MOTHERS IN THE WORK INCENTIVE PROGRAM DEC 73
SMITH, AUDREY D.;REID, WILLIAM J.
CHILD WELFARE:52:10:651-661
CHILD CARE, DAY CARE SERVICES, WELFARE PROBLEMS, MOTHER ATTITUDES, AID TO FAMILIES WITH DEPENDENT CHILDREN, WORK INCENTIVE PROGRAM
MOTHERS SUPPORTED BY AID TO FAMILIES OF DEPENDENT CHILDREN WERE STUDIED REGARDING THEIR USE OF CHILD CARE ARRANGEMENTS, SATISFACTION WITH THESE ARRANGEMENTS, AND PREFERENCES FOR SUBSTITUTE CARE. RESULTS SUGGEST THE NEED FOR BROAD SERVICES FOR CHILDREN WHOSE MOTHERS ARE ENCOURAGED OR COMPELLED TO WORK THROUGH THE WORK INCENTIVE PROGRAM. (DP)
ERIC: EJ083990

624 CHILD CARE ARRANGEMENTS OF THE NATIONS WORKING MOTHERS, 1965, A PRELIMINARY REPORT. 65
BRITTAIN, CLAY V;LOW, SETH
CHILDRENS BUREAU (DHEW), WASHINGTON, D.C.; WOMENS BUREAU (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 17P.
CHILD CARE, FAMILY INCOME, MOTHERS, NATIONAL SURVEYS, WORKING WOMEN
THE BUREAU OF CENSUS, USING ITS NATIONAL SAMPLE OF HOUSEHOLDS, SURVEYED CHILD CARE ARRANGEMENTS OF MOTHERS WHO HAD WORKED 27 WEEKS OR MORE DURING 1964 AND HAD AT LEAST ONE CHILD UNDER 14 YEARS OLD LIVING AT HOME. ONE-EIGHTH OF THE NATIONAL WORK FORCE WAS

(CONT.)

624 COMPOSED OF WORKING MOTHERS WITH CHILDREN UNDER 18. ONE-THIRD OF THE MOTHERS WITH CHILDREN UNDER 18 AND ONE-FOURTH WITH CHILDREN UNDER 6 WORKED. IN THE 1970S, A 43 PERCENT RISE IN NUMBER OF WORKING MOTHERS OF PRESCHOOL CHILDREN IS EXPECTED. THE 6.1 MILLION WORKING MOTHERS HAD 12.3 MILLION CHILDREN UNDER 14, ONE-FIFTH OF ALL AMERICAN CHILDREN IN THIS AGE GROUP. THESE EMPLOYED MOTHERS, 86 PERCENT WORKING FOR ECONOMIC AND 14 PERCENT FOR NONECONOMIC REASONS, REPORTED THEIR CHILD CARE ARRANGEMENTS -- (1) 46 PERCENT WERE CARED FOR IN THEIR OWN HOMES, 15 PERCENT BY THE FATHER, 21 PERCENT BY ANOTHER RELATIVE, AND 10 PERCENT BY A NONRELATIVE, (2) 15 PERCENT WERE CARED FOR IN SOMEONE ELSES HOME, (3) 2 PERCENT WERE IN GROUP CARE IN DAY CARE CENTERS OR SIMILAR FACILITIES, (4) 8 PERCENT CARED FOR THEMSELVES, (5) 13 PERCENT WERE CARED FOR BY THEIR OWN MOTHERS AS THEY WORKED, AND (6) 15 PERCENT HAD MOTHERS WHO WORKED ONLY DURING SCHOOL HOURS. FAMILY INCOME WAS CORRELATED WITH CHILD CARE PRACTICES IN THAT IN LOWER INCOME GROUPS, MORE CHILDREN WERE CARED FOR BY RELATIVES, MORE WERE EXPECTED TO CARE FOR THEMSELVES, AND MORE MOTHERS CARED FOR THEIR OWN CHILD AS THEY WORKED. FAMILY DAY CARE OR GROUP CARE ARRANGEMENTS DID NOT SEEM TO BE ASSOCIATED WITH FAMILY INCOME. HOURS OF CHILD CARE PER WEEK VARIED FROM LESS THAN 10 TO 50 OR MORE. COST PER WEEK VARIED FROM LESS THAN $5 TO $15 OR MORE. (FP)
ERIC: ED015272

625 CHILD CARE ARRANGEMENTS OF WORKING MOTHERS IN THE UNITED STATES. 68
LOW, SETH;SPINDLER, PEARL G.
CHILDRENS BUREAU (DHEW), WASHINGTON, D.C. SOCIAL AND REHABILITATION SERVICE.; WOMENS BUREAU (DEPT. OF LABOR), WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 123P.
CHILD CARE, CHILD WELFARE, DAY CARE SERVICES, DEMOGRAPHY, INDIVIDUAL CHARACTERISTICS, MOTHERS, NATIONAL SURVEYS, STATISTICAL DATA, WORKING WOMEN
THIS REPORT PRESENTS BASIC DATA ON THE TYPES OF CHILD CARE ARRANGEMENTS AND THEIR FREQUENCY OF UTILIZATION BY WORKING MOTHERS BELONGING TO DIFFERENT SEGMENTS OF AMERICAN SOCIETY. THE SURVEY WAS CONDUCTED WITH THE HELP OF THE BUREA U OF CENSUS, WHICH INCLUDED SUPPLEMENTARY QUESTIONS ABOUT CHILD CARE IN ITS FEBRUARY, 1965 SURVEY, USING A SCIENTIFICALLY SELECTED SAMPLE REPRESENTING THE NON-INSTITUTIONAL CIVILIAN POPULATION. IT WAS FOUND THAT SINCE 1950 THE NUMBER OF WORKING MOTHERS HAS MORE THAN DOUBLED, TOTALING AS OF MARCH, 1967 4.1 MILLION WORKING MOTHERS WITH CHILDREN UNDER SIX YEARS OLD AND 6.4 MILLION WITH CHILDREN SIX TO SEVENTEEN. LICENSED DAY CARE FACILITIES WERE AVAILABLE FOR ONLY ABOUT 475,000 CHILDREN, AND THIS REPORT SHOWS THAT MANY OF THE REMAINING CHILDREN RECEIVE INADEQUATE CARE WHILE THEIR MOTHERS WORK. INCLUDED ARE A DETAILED PROFILE OF THE WORKING MOTHER, AND A REPORT OF THE CHILDREN AND ARRANGEMENTS FOR THEIR CARE. TABLES COMPRISE MORE THAN TWO-THIRDS OF THE REPORT. APPENDIXES A, B AND C PRESENT THE SCHEDULE FOR THE SURVEY OF CHILD CARE, DEFINITIONS AND EXPLANATIONS OF TERMS USED, AND SOURCE AND RELIABILITY OF THE ESTIMATES. APPENDIX D CONSISTS OF 184 TABLES WHICH SHOW DISTRIBUTIONS OF VARIOUS FACTORS OF WORKING MOTHERS, CHILDREN, AND CHILD CARE ARRANGEMENTS. (NH)
ERIC: ED040738 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.25)

626 CHILD CARE BY KITH - A STUDY OF THE FAMILY DAY CARE RELATIONSHIPS OF WORKING MOTHERS AND NEIGHBORHOOD CAREGIVERS. 71
EMLEN, ARTHUR C.;AND OTHERS
OREGON STATE UNIV., PORTLAND. CHILDRENS BUREAU (DHEW), WASHINGTON, D.C.
NOTES: 339P.; CHILDRENS BUREAU GRANT R-287
ATTITUDES, CAUCASIANS, CHILD CARE, CHILD DEVELOPMENT, DATA ANALYSIS, DATA COLLECTION, DAY CARE SERVICES, FAMILY LIFE, INTERACTION PROCESS ANALYSIS, MEASUREMENT INSTRUMENTS, MIDDLE CLASS, MOTHERS, OBJECTIVES, PARENT ATTITUDES, PRESCHOOL CHILDREN, RATING SCALES, RESEARCH, URBAN AREAS, WORKING WOMEN
A STUDY ON CHILD DAY CARE IS PRESENTED. THE PRIMARY FUNCTION OF THE RESEARCH STRATEGY WAS TO PRETEST AND DEVELOP AN INDEPENDENT SAMPLE MEASUREMENT SCALES TO USE IN A PANEL STUDY. THE FOCUS OF THE RESEARCH IS ON FAMILY DAY CARE ARRANGEMENTS MADE BY WORKING MOTHERS FOR CHILDREN UNDER SIX YEARS OF AGE. THE SAMPLE USED WAS A FAIRLY SUCCESSFUL ONE OF ONGOING PRIVATE FAMILY DAY CARE ARRANGEMENTS OF WHITE, URBAN WORKING MOTHERS WITH AT LEAST ONE CHILD UNDER SIX YEARS OF AGE FROM A BROADLY REPRESENTATIVE CROSS SECTION OF OCCUPATIONS. ONE FACT GLEANED FROM DATA COLLECTION IS THAT MOST MOTHERS WHO HAVE THEIR CHILDREN IN PRIVATE HOMES PREFER THESE HOMES OVER DAY CARE CENTERS AND MOST MOTHERS WHO WOULD PREFER DAY CENTERS ALREADY HAVE PLACED THEIR CHILDREN IN THEM. VARIOUS FACETS OF FAMILY DAY CARE ARRANGEMENTS WHICH WERE STUDIED INCLUDE (1) SITTER MOTIVATION, (2) MOTHER-SITTER RELATIONSHIP, AND (3) MOTHERS AND SITTERS SATISFACTION WITH THE DAY CARE ARRANGEMENT. (CK)
ERIC: ED060955

627 CHILD CARE CENTRES. MAR 71
DEPARTMENT OF LABOUR AND NATIONAL SERVICE, MELBOURNE (AUSTRALIA). WOMENS BUREAU.
NOTES: 3P.; WOMEN IN WORK FORCE SERIES: BOOKLET 7
ABSTRACTS, CHILD CARE CENTERS, FACILITY REQUIREMENTS, FEES, MOTHERS, PRESCHOOL EDUCATION, PUBLIC SUPPORT, STATISTICAL DATA, SURVEYS, WORKING WOMEN, AUSTRALIA
THIS DOCUMENT IS AN ENGLISH-LANGUAGE ABSTRACT (APPROXIMATELY 1,500 WORDS) IN WHICH AUSTRALIAN CHILD CARE FACILITIES ARE SURVEYED TO INCLUDE THOSE PROVIDING FULL-DAY CARE AND THEREFORE EXCLUDES KINDERGARTENS, PLAY CENTERS, NURSERY SCHOOLS, AND CHILD MINDING CENTERS THAT PROVIDE CARE FOR ONLY PART OF THE DAY. THE DOCUMENT PRESENTS A BREAKDOWN OF

(CONT.)
627 MARRIED WORKING WOMEN BY STATE. IT STATES THAT THERE WERE 555 CHILD CARE CENTERS IN 1968-69 WITH AN ATTENDANCE OF ABOUT 14,000 CHILDREN. THE LEGISLATION, REGULATIONS, AND CONDITIONS TO BE OBSERVED IN THESE CENTERS VARY FROM STATE TO STATE AND EVEN WITHIN A STATE. THESE VARIATIONS IN CONDITIONS ARE BRIEFLY NOTED. THE FEES CHARGED AND THE SUBSIDIES PROVIDED ARE ALSO MENTIONED, AS WELL AS SOME OF THE ORGANIZATIONAL STRUCTURES OF THE CENTERS. (AUTHOR/GDB)
ERIC: ED060231 AVAILABLE IN CEAS ABSTRACT SERIES NO. 1-6 (ED 060 227)

628 CHILD CARE IN THE WORK INCENTIVE PROGRAM. JUL 72
SMITH, AUDREY D.;MERBERG, DOROTHY
CHICAGO UNIV., ILL. SCHOOL OF SOCIAL SERVICE ADMINISTRATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 137P.
CHILD CARE, DAY CARE SERVICES, FAMILY PROBLEMS, LABOR FORCE, MOTHER ATTITUDES, PARENT ATTITUDES, PARENT SCHOOL RELATIONSHIP, POLICY FORMATION, WELFARE SERVICES, WORK ATTITUDES, WORKING PARENTS, WORKING WOMEN, AID TO FAMILIES WITH DEPENDENT CHILDREN
TWO STUDIES COMPRISE THIS REPORT. THE FIRST PAPER, CHILD CARE ARRANGEMENTS OF MOTHERS IN THE WORK INCENTIVE PROGRAM, PLACES PARTICULAR EMPHASIS ON THE MOTHERS PATTERNS OF UTILIZATION OF VARIOUS TYPES OF CHILD CARE ARRANGEMENTS, THE APPARENT ADEQUACY OF THESE ARRANGEMENTS, THE DEGREE OF THE MOTHERS SATISFACTION WITH THEM, AND THE EXTENT TO WHICH CHILD CARE AFFECTS THE MOTHERS PARTICIPATION IN THE TRAINING PROGRAM. THE SECOND PAPER, THE CHILD CARE PARTNERSHIP OF GOVERNMENT AND FAMILY A CASE FOR CONSUMERISM, CONCERNS THE ISSUE OF THE RELATIVE RESPONSIBILITIES AND PRIVILEGES OF THE WELFARE AGENCIES VERSUS THE ADC (AID TO DEPENDENT CHILDREN) PARENTS. THE TWO PAPERS IN THIS VOLUME SUPPLEMENT A PREVIOUS REPORT SUBMITTED TO THE MANPOWER ADMINISTRATION OF THE DEPARTMENT OF LABOR ENTITLED DECISION-MAKING IN THE WORK INCENTIVE PROGRAM. (CS)
ERIC: ED086312

629 CHILD CARE IS EVERYBODYS BABY A COMPREHENSIVE REPORT OF CHILD CARE SERVICES, PAST, PRESENT, AND FUTURE AT M.I.T. FINAL CHILD CARE PROPOSALS AS ACCEPTED BY M.I.T. 7 SEP 72
SWARTZ, MARILYN S.
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. PLANNING OFFICE.
NOTES: 267P.
CHILD CARE, CHILD CARE CENTERS, DAY CAMP PROGRAMS, DAY CARE PROGRAMS, DAY CARE SERVICES, EQUIPMENT, FAMILY PROGRAMS, FEDERAL AID, FINANCIAL SUPPORT, FRINGE BENEFITS, HOME PROGRAMS, INDUSTRIAL RELATIONS, NURSERY SCHOOLS, PRESCHOOL PROGRAMS, PROGRAM COSTS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM PLANNING, TABLES (DATA), TOYS, WORKING WOMEN, MASSACHUSETTS INSTITUTE OF TECHNOLOGY
THE REPORT ON CHILD CARE SERVICES AT M.I.T. EXPLORES THE FOLLOWING AREAS (1) PLANNING ISSUES WHY SHOULD M.I.T. BE INVOLVED IN CHILD CARE--EDUCATIONAL CONCERNS, SERVICES, BENEFITS AND COSTS, PRIORITIES, RESOURCE ALLOCATION; (2) BACKGROUND FOR PLANNING; CURRENT INSTITUTE CHILD CARE PROGRAMS--A CONCISE HISTORY, M.I.T. SUMMER DAY CAMP, THE TECHNOLOGY NURSERY SCHOOL, INC., KLH CHILD DEVELOPMENT CENTER CONTRACTUAL PROGRAM WITH M.I.T., PEDIATRIC CLINIC, FAMILY DAY CARE, NUMBER OF PEOPLE INVOLVED IN M.I.T. CHILD CARE WORK; (3) PLANNING CONSIDERATIONS PRESENT AND POTENTIAL NEED; (4) PLANNING CRITERIA FOR CHILD CARE PROGRAMS--CONCERNS AND GOALS OF A CHILD CARE SERVICE, OVERVIEW--PROGRAM CHARACTERISTICS, TYPES OF PROGRAMS; (5) PLANNING PROPOSALS--ADMINISTRATIVE STRUCTURE, A DAY CARE CENTER, A FORMALIZED FAMILY DAY CARE PROGRAM, COOPERATIVE CHILD CARE PROGRAMS AND PLAYGROUPS, SUMMARY OF ESTIMATED COSTS TO THE INSTITUTE FOR PROPOSED PROGRAMS; AND (6) EPILOGUE QUESTIONS FOR THE FUTURE. NINE APPENDICES PRESENT (1) INSTITUTE BENEFITS AND SERVICES, A BRIEF COMPILATION; (2) SUMMARY OF FEDERAL SUBSIDIES FOR CHILD CARE; (3) NATIONAL NOTICE OF M.I.T. CHILD CARE PROGRAMS; (4) SCHEDULE OF DAY CARE WEEK; (5) PEOPLE INVOLVED IN CHILD CARE AT M.I.T.; (6) LOCATION AND TRANSPORTATION DETERMINANTS; (7) CHILD CARE EQUIPMENT AND TOYS EFFECTIVE FOR SKILL DEVELOPMENT; (8) ADMINISTRATIVE DUTIES FOR M.I.T. CHILD CARE PROGRAMS; AND (9) AN M.I.T. NURSERY AND DAY CARE PROGRAM ALTERNATIVE. THE FINAL PROPOSAL DESCRIBES COSTS AND/OR OTHER ADMINISTRATIVE MATTERS FOR ALL THE CHILD CARE PROGRAMS INVOLVED. (FOR RELATED DOCUMENT, SEE PS 006 329.) (KM)
ERIC: ED071777

630 CHILD CARE SERVICES PROVIDED BY HOSPITALS. 70
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 32P.
CHILD CARE, CHILD CARE CENTERS, HOSPITAL PERSONNEL, HOSPITALS, NATIONAL SURVEYS, WORKING WOMEN
IN AN ATTEMPT TO DETERMINE THE EXTENT TO WHICH HOSPITALS HAD ESTABLISHED CHILD CARE SERVICES FOR THEIR PERSONNEL, A SURVEY WAS CONDUCTED OF 3,000 HOSPITALS WITH 100 BEDS OR MORE. OUT OF NEARLY 2,000 HOSPITALS WHICH RESPONDED, 98 WERE OPERATING CHILD CARE CENTERS, WITH ABOUT 500 MORE PLANNING OR AT LEAST SHOWING INTEREST IN SUCH A PROGRAM. THE STUDY SHOWED THAT EMPLOYERS BENEFIT FROM THESE PROGRAMS IN TERMS OF PERSONNEL RECRUITMENT AND REDUCED ABSENTEEISM AND LABOR TURNOVER. EMPLOYEES BENEFIT BY BEING ABLE TO WORK MORE HOURS WITH LESS WORRY ABOUT THEIR CHILDRENS SAFETY. (SH)
ERIC: ED050246 WOMENS BUREAU, WAGE AND LABOR STANDARDS ADMINISTRATION, U.S. DEPARTMENT OF LABOR, WASHINGTON, D.C. (NO CHARGE)

631 CHILD CARE STAFFING REQUIREMENTS. HEARING BEFORE THE COMMITTEE ON FINANCE, UNITED STATES SENATE, NINETY-FOURTH CONGRESS, FIRST SESSION ON S. 2425, OCTOBER 8, 1975. OCT 75
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON FINANCE.
NOTES: 108P.
CHILD CARE WORKERS, COMMITTEES, DAY CARE PROGRAMS, DAY CARE SERVICES, EARLY CHILDHOOD EDUCATION, EDUCATIONAL LEGISLATION, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, STANDARDS, STATE FEDERAL AID, STUDENT TEACHER RATIO, WELFARE RECIPIENTS, SENATE COMMITTEE ON FINANCE, SOCIAL SECURITY ACT TITLE XX
THIS DOCUMENT IS A TRANSCRIPT OF THE OCTOBER 8, 1975 HEARING BEFORE THE U.S. SENATE COMMITTEE ON FINANCE ON S. 2425, A BILL TO FACILITATE AND ENCOURAGE THE IMPLEMENTATION BY STATES OF CHILD DAY CARE SERVICES AND PROGRAMS CONDUCTED PURSUANT TO TITLE XX OF THE SOCIAL SECURITY ACT, AND TO PROMOTE THE EMPLOYMENT OF WELFARE RECIPIENTS IN THE PROVISION OF DAY CARE SERVICES. THE TRANSCRIPT INCLUDES THE TESTIMONY OF PUBLIC WITNESSES, COMMUNICATIONS RECEIVED BY THE COMMITTEE, AND ADDITIONAL INFORMATION CONCERNING THE HEARING. (SS)
ERIC: ED125762

632 CHILD DAY CARE DEMONSTRATION PROJECT FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES. FINAL REPORT.
JACKSON, MATTIE P.;TAYLOR, THOMAS C.
NATIONAL CAPITAL AREA CHILD DAY CARE ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 21P.
ATTENDANCE PATTERNS, CHILD CARE CENTERS, DAY CARE PROGRAMS, DAY CARE SERVICES, DEMONSTRATION PROJECTS, FRINGE BENEFITS, GOVERNMENT EMPLOYEES, INDUSTRIAL RELATIONS, PARENT PARTICIPATION, PRESCHOOL EDUCATION, RECRUITMENT, WASHINGTON D.C.
A BRIEF OVERALL REPORT IS MADE ON THE ACTIVITIES OF THE DEPARTMENTS EMPLOYER-SPONSORED CHILD DAY CARE CENTER DEMONSTRATION PROJECT FOR THE CHILDREN OF EMPLOYEES. THE CONTINUING OBJECTIVES OF THE PROJECT ARE TO DETERMINE THE EFFECT OF COMPREHENSIVE CHILD CARE ON EMPLOYEE STABILIZATION, MEASURE THE SIGNIFICANCE OF PARENT PARTICIPATION, AND PROVIDE A MODEL OF EMPLOYER-SPONSORED CHILD CARE. THE PROJECT PROVIDES FULL DAY CHILD CARE SERVICES FOR 60 CHILDREN OF EMPLOYEES. INVOLVEMENT OF PARENTS IN CENTER ACTIVITIES IS A VITAL SEGMENT OF THE PROGRAM. (NTIS)
ERIC: ED080892 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 28814, MC $3.00, MF $1.45)

633 CHILDREN OF WOMEN IN THE LABOR FORCE JAN 71
WALDMAN, ELIZABETH;GOVER, KATHRYN R.
MONTHLY LABOR REVIEW:94:1:19-25
CHILD CARE, EMPLOYMENT EXPERIENCE, FAMILY INCOME, FAMILY PROBLEMS, MOTHERS, WORKING WOMEN, LABOR FORCE PARTICIPATION
ERIC: EJ044102

634 CHILDREN OF WORKING MOTHERS APR 73
YOUNG, ANNE M.
MONTHLY LABOR REVIEW:96:4:37-40
CHILDREN, EMPLOYMENT PATTERNS, FAMILY INCOME, HEADS OF HOUSEHOLDS, LABOR FORCE, MOTHERS, NEGRO MOTHERS, WORKING WOMEN, YOUNG ADULTS
SPECIAL LABOR FORCE REPORT SHOWS MOTHERS OF ALMOST 26 MILLION CHILDREN UNDER AGE 18 WERE IN THE LABOR FORCE IN MARCH 1972. (EDITOR)
ERIC: EJ076119

635 CHILDREN OF WORKING MOTHERS, MARCH 1973. SPECIAL LABOR FORCE REPORT NO. 165. 74
WALDMAN, ELIZABETH;WHITMORE, ROBERT
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 21P.
CHILD CARE, CHILDREN, EMPLOYMENT STATISTICS, FAMILY INCOME, FAMILY STRUCTURE, LABOR FORCE, LOW INCOME GROUPS, MOTHERS, NEGRO MOTHERS, PRESCHOOL CHILDREN, TABLES (DATA), WORK EXPERIENCE, WORKING WOMEN
A SPECIAL LABOR FORCE REPORT. THE PAMPHLET PROVIDES STATISTICS RELATED TO THE CHILDREN OF WORKING MOTHERS TYPE OF FAMILY, NUMBER OF CHILDREN UNDER 18, RACE, NUMBER OF CHILDREN IN BROKEN FAMILIES, WORK EXPERIENCE OF FAMILY HEAD, AND FAMILY INCOME. ALTHOUGH THE NUMBER OF CHILDREN IN THE POPULATION HAS DECLINED, THE NUMBER OF CHILDREN WITH WORKING MOTHERS HAS CONTINUED TO RISE. AS THE NUMBERS OF CHILDREN IN ONE-PARENT FAMILIES INCREASE, MARKEDLY HIGHER LABOR FORCE PARTICIPATION RATES ARE INDICATED FOR DIVORCED AND SEPARATED WOMEN. IN RECENT YEARS, THE MOST RAPID GAINS IN LABOR FORCE PARTICIPATION RATES OF WOMEN HAVE OCCURRED AMONG WIVES UNDER AGE 35, AND ESPECIALLY AMONG THOSE WITH CHILDREN UNDER SIX YEARS OF AGE. FROM 1969 TO 1972, THE PROPORTION OF BLACK WORKING WIVES WITH PRESCHOOL AGE CHILDREN WHO WORKED AT YEAR-ROUND FULL-TIME JOBS INCREASED FROM 26 TO 41 PERCENT. MEDIAN INCOME FOR ONE-PARENT FAMILIES IN 1972 WAS $5,750 FOR MOTHERS IN LABOR FORCE. A TOTAL OF 9.2 MILLION, OR 14 PERCENT OF ALL CHILDREN IN 1972 WERE IN FAMILIES BELOW THE LOW-INCOME LINE. IMPLICATIONS ARE THE NEED FOR PROGRAMS IMPROVING THE MOTHERS EARNINGS POTENTIAL AND PROVIDING FOR ADEQUATE CHILD CARE. (EA)
ERIC: ED099559

636 CHILDREN OF WORKING MOTHERS, MARCH 1974. SEP 74
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 9P.
CHILDREN, EMPLOYMENT STATISTICS, LABOR FORCE, NATIONAL SURVEYS, TABLES (DATA), WORKING

(CONT.)
636 WOMEN
ALMOST 27 MILLION CHILDREN IN THE U.S.--OR 42 PERCENT OF THOSE UNDER AGE 18--HAD MOTHERS WORKING OR SEEKING WORK IN MARCH 1974. ABOUT ONE IN FOUR OF THESE CHILDREN (6.1 MILLION) WERE BELOW REGULAR SCHOOL AGE. SINCE 1970, THE NUMBER OF CHILDREN WHOSE MOTHERS WERE IN THE LABOR FORCE HAS RISEN SHARPLY BY 1.2 MILLION, WHILE THE TOTAL NUMBER OF CHILDREN IN FAMILIES HAS DROPPED BY 2.2 MILLION. THE ABSOLUTE INCREASE IN THE TOTAL NUMBER OF CHILDREN WITH WORKING MOTHERS OCCURRED ALMOST EXCLUSIVELY IN FEMALE-HEADED FAMILIES. OVER 12 MILLION CHILDREN WERE IN FAMILIES WHERE THE FATHER WAS EITHER ABSENT (8.6 MILLION), UNEMPLOYED (1.5 MILLION), OR NOT IN THE LABOR FORCE (2.0 MILLION). INCLUDED ARE THREE TABLES (1) NUMBER OF CHILDREN UNDER 18 YEARS OLD, BY AGE, TYPE OF FAMILY, LABOR FORCE STATUS OF MOTHER, AND RACE, MARCH 1970 AND MARCH 1974; (2) NUMBER OF FAMILIES AND AVERAGE NUMBER OF OWN CHILDREN UNDER 18 YEARS OLD, BY TYPE OF FAMILY, LABOR FORCE STATUS OF MOTHER, AND RACE, MARCH 1970 AND MARCH 1974; AND (3) NUMBER OF CHILDREN UNDER 18 YEARS OLD, MEDIAN FAMILY INCOME IN 1973, TYPE OF FAMILY, LABOR FORCE STATUS OF PARENTS, AND RACE, MARCH 1974. (AUTHOR/NH)
ERIC: ED101126

637 CHILDREN OF WORKING MOTHERS, MARCH 1975 SUMMARY, SPECIAL LABOR FORCE REPORT. AUG 75
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 8P.
CHILDREN, COMPARATIVE ANALYSIS, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FAMILY CHARACTERISTICS, FAMILY INCOME, FAMILY STATUS, LABORERS, LABOR FORCE, MOTHERS, NATIONAL SURVEYS, PRESCHOOL CHILDREN, RACIAL COMPOSITION, STATISTICAL DATA, TABLES (DATA), WORKING PARENTS, WORKING WOMEN
THE FOLLOWING ARE SOME OF THE FINDINGS BASED ON THE RESULTS OF THE ANNUAL SURVEY OF MARITAL AND FAMILY CHARACTERISTICS OF WORKERS (1) ABOUT 27.6 MILLION OF 62.7 MILLION CHILDREN HAD MOTHERS IN THE LABOR FORCE (OVER 2 MILLION MORE THAN IN MARCH 1970); (2) 1.1 MILLION OF 6.5 MILLION CHILDREN UNDER SIX WERE IN FAMILIES HEADED BY WOMEN (71 PERCENT MORE THAN IN 1970); (3) THE NUMBER OF CHILDREN IN TWO-PARENT FAMILIES HAS DECREASED SINCE 1970; (4) FAMILIES WITH WORKING MOTHERS HAD FEWER CHILDREN; AND (5) CHILDREN WHOSE MOTHERS WERE EMPLOYED WERE FAMILIES WITH CONSIDERABLY HIGHER INCOMES. MORE BLACK CHILDREN (48 PERCENT) THAN WHITE CHILDREN (38 PERCENT) IN TWO-PARENT FAMILIES HAD EMPLOYED MOTHERS. THREE TABLES INCLUDE THE FOLLOWING INFORMATION (1) NUMBER OF CHILDREN UNDER 18 YEARS OLD, BY AGE, TYPE OF FAMILY, MOTHERS LABOR FORCE STATUS, AND RACE, IN MARCH 1970 AND MARCH 1975; (2) NUMBER OF FAMILIES AND AVERAGE NUMBER OF OWN CHILDREN UNDER 18 YEARS OLD, BY TYPE OF FAMILY, MOTHERS LABOR FORCE STATUS, AND RACE, IN MARCH 1970 AND MARCH 1975; AND (3) NUMBER OF CHILDREN UNDER 18 YEARS OLD, MEDIAN FAMILY INCOME IN 1974, TYPE OF FAMILY, PARENTS LABOR FORCE STATUS, AND RACE, IN MARCH 1975. (AUTHOR/EC)
ERIC: ED114652

638 CHINESE AMERICAN MANPOWER AND EMPLOYMENT. 75
SUNG, BETTY LEE
CITY UNIV. OF NEW YORK, N.Y. CITY COLL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 373P.
BICULTURALISM, CENSUS FIGURES, CHINESE, CHINESE AMERICANS, CULTURAL FACTORS, DEMOGRAPHY, EMPLOYMENT PATTERNS, ETHNIC GROUPS, ETHNIC STUDIES, IMMIGRANTS, INCOME, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, RACIAL DISCRIMINATION, SOCIOECONOMIC INFLUENCES, SOCIOECONOMIC STATUS, TABLES (DATA), WORK ATTITUDES
A STUDY OF THE ECONOMIC CHARACTERISTICS AND OCCUPATIONAL STATUS OF THE CHINESE IN THE UNITED STATES, BASED PRIMARILY ON A SPECIAL TABULATION OF THE 1970 CENSUS, HAS RESULTED IN A DEMOGRAPHIC PROFILE OF THIS BICULTURAL AND PHYSICALLY DISTINCT ETHNIC GROUP. POTENTIAL IMPROVEMENT AND EXPANSION OF THE OCCUPATIONAL SPHERE OF THE CHINESE IS DISCUSSED IN TERMS OF CULTURAL ASPECTS. EXTENSIVE TABULATION ACCOMPANIES THE TEXT, INCLUDING 89 TABLES, 7 CHARTS, AND 9 MAPS. EACH OF THE 14 CHAPTERS CONTAINS A LIST OF FINDINGS RELATING TO EMPLOYMENT ASPECTS OF THE CHINESE; TITLES INCLUDE (1) PATTERNS OF CHINESE IMMIGRATION; (2) FOREIGN-BORN AND ALIEN; (3) GEOGRAPHICAL DISPERSION; (4) EDUCATIONAL LEVEL; (5) LABOR FORCE AND OCCUPATIONAL PATTERN; (6) WORKING WOMEN; (7) CHINESE IN GOVERNMENT WORK; (8) UNIONS A MAJOR HURDLE; (9) INCOME; (10) UNEMPLOYMENT AND UNDEREMPLOYMENT; (11) THE CHINESE WORK ETHIC; (12) SELF-EMPLOYMENT AND SMALL BUSINESS; (13) CULTURAL BAGGAGE; AND (14) RACISM MODIFIED. A LISTING OF 34 SUMMARY FINDINGS, CULTURAL ANCHORS AND DIFFERENCES, AND 24 RECOMMENDATIONS ARE PROVIDED, WITH FOUR TABLES APPENDED. IT IS STATED THAT THE STUDY MAY BE USEFUL TO SOCIAL SCIENTISTS, GOVERNMENT AGENCIES, ADMINISTRATORS, AND SOCIAL SERVICE ORGANIZATIONS. (LH)
ERIC: ED117378 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

639 THE CHINESE EXPERIENCE FROM YELLOW PERIL TO MODEL MINORITY F 76
WONG, LEGAN
CIVIL RIGHTS DIGEST:9:1:33-35
CHINESE AMERICANS, UNITED STATES HISTORY, RACIAL DISCRIMINATION, EMPLOYMENT OPPORTUNITIES, COMMUNITY CHARACTERISTICS, IMMIGRANTS, POPULATION DISTRIBUTION, URBAN POPULATION, GHETTOS, ETHNIC STEREOTYPES
ARGUES THAT FOR TOO LONG THE EXPERIENCES OF THE CHINESE POPULATION IN AMERICA HAVE BEEN EITHER SHROUDED IN MISCONCEPTION OR TOTALLY IGNORED, AND THAT THIS COUNTRY MUST RECOGNIZE AND DEAL WITH THE ISSUES AFFECTING THIS COMMUNITY. LEARNING ABOUT CHINESE AMERICANS WILL ALLOW US TO REEXAMINE GOVERNMENTAL POLICIES TOWARDS RACIAL AND ETHNIC

(CONT.)

639 GROUPS AND BEGIN TO MAKE NECESSARY CHANGES. (AUTHOR/JM)
ERIC: EJ156131

640 CHINESE IN AMERICA IMAGES FROM A NEGLECTED PAST: A PHOTO ESSAY JUL 76
BRIDGE;4;3;36-43
CHINESE AMERICANS, UNITED STATES HISTORY, IMMIGRANTS, LABOR FORCE, EXHIBITS, LABOR CAMPS, PHOTOGRAPHS, LOWER CLASS, LABOR CONDITIONS, NARRATION
INCLUDES A SELECTION OF PHOTOS AND TEXTS FROM CHINESE IN AMERICA IMAGES FROM A NEGLECTED PAST, A MULTI-MEDIA EXHIBITION PREPARED BY THE CHINESE HISTORICAL SOCIETY OF NEW YORK. THE EXHIBIT, THE FIRST OF ITS KIND OUTSIDE THE WEST COAST, TRACES THE LITTLE KNOWN HISTORY OF CHINESE WORKERS IN THE U.S. (AUTHOR/JM)
ERIC: EJ149171

641 CHOICE CAREER HANDBOOK OF OCCUPATIONAL INFORMATION BY CLUSTERS FOR EDUCATORS. 74
INFORMATION CONCEPTS INC., ARLINGTON, VA. EDUCATION SERVICE CENTER REGION 11, FT. WORTH, TEX.; TEXAS EDUCATION AGENCY, AUSTIN. DIV. OF OCCUPATIONAL RESEARCH AND DEVELOPMENT.
NOTES: 99P.; SEE ALSO CAREER INFORMATION HANDBOOK ED 085 584
CAREER EDUCATION, EDUCATIONAL BACKGROUND, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, GUIDES, LABOR MARKET, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OCCUPATIONS, VOCATIONAL COUNSELING, CHOICE
CHOICE IS AN ILLUSTRATED, 100-PAGE BOOKLET WHICH DEFINES THE PARAMETERS OF THE 15 U.S. OFFICE OF EDUCATION CAREER CLUSTERS AND PROVIDES DETAILED OCCUPATIONAL INFORMATION ON ON APPROXIMATELY 50 REPRESENTATIVE JOBS WITHIN EACH CLUSTER. THIS INFORMATION INCLUDES THE JOBS DICTIONARY OF OCCUPATIONAL TITLES (DOT) CODE, A SHORT DESCRIPTION OF FUNCTIONS, AND THE GENERAL EDUCATIONAL DEVELOPMENT, SPECIFIC VOCATIONAL PREPARATION, AND WORKER TRAITS REQUIRED OF APPLICANTS FOR THAT JOB. JOBS ARE ASSIGNED TO CLUSTERS ACCORDING TO A COMPREHENSIVE SYSTEM BASED ON THE JOBS DOT CODE. A KEY TO THIS SYSTEM, WHICH IS INCLUDED IN CHOICE, ENABLES TEACHERS AND COUNSELORS TO LOCATE ANY JOB WITHIN AN APPROPRIATE CLUSTER AND TO EXPAND THE RANGE OF OCCUPATIONAL INFORMATION AVAILABLE ON A CLUSTER AS THEIR OWN PARTICULAR NEEDS DICTATE. FINALLY, SUGGESTIONS ARE PROVIDED ON HOW STUDENTS, COUNSELORS, TEACHERS, AND CURRICULUM DEVELOPERS CAN USE CHOICE TO FURTHER THEIR OWN CAREER EDUCATION EFFORTS. (AUTHOR)
ERIC: ED101218 TEXAS EDUCATION AGENCY, 201 EAST 11TH STREET, AUSTIN, TEXAS 78701

642 CHOICE OF SCIENCE CAREERS AMONG COLLEGE MEN AN ANALYSIS OF SELECTED PROBLEMS. FINAL REPORT. JUL 72
FEITZ, JEFFREY G.
COLUMBIA UNIV., NEW YORK, N.Y. BUREAU OF APPLIED SOCIAL RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 213P.
CAREER CHOICE, CAREERS, ENGINEERING, MALES, OCCUPATIONS, RESEARCH, SCIENTISTS, SOCIOECONOMIC INFLUENCES
THE REPORT DEALS WITH CONDITIONS DETERMINING CHOICE OF NATURAL SCIENCE CAREERS AMONG AMERICAN COLLEGE MEN. MOST DATA CAME FROM QUESTIONNAIRES RETURNED TO THE NATIONAL OPINION RESEARCH CENTER BY A REPRESENTATIVE SAMPLE OF 33,782 JUNE, 1961, COLLEGE GRADUATES. OF 21,657 MEN, 1,594 REPORTED PREFERRING SCIENCE CAREERS AS FRESHMEN. IN MOST OF THE ANALYSIS, THE DEPENDENT VARIABLE IS SENIOR YEAR CAREER CHOICE AMONG SCIENCE FRESHMEN (ABOUT HALF PERSISTED IN SCIENCE). SELECTED PROBLEMS CONCERN EFFECTS OF SOCIAL BACKGROUND ON COMMITMENT TO SCIENCE; THE RELATION BETWEEN ECONOMIC AND INTELLECTUAL CAREER GOALS IN CHOOSING SCIENCE; PERSISTENCE IN SCIENCE AMONG SOCIALLY ACTIVE STUDENTS, STUDENTS IN SELECTIVE PRIVATE COLLEGES, AND ABLE STUDENTS ATTENDING VERY SELECTIVE COLLEGES AND CONSEQUENTLY RECEIVING LOWER GRADES. RESULTS OF THE ANALYSES ARE USED TO CONSTRUCT A CAUSAL MODEL OF CAREER CHOICE OF SCIENCE IN COLLEGE. TRENDS IN CHOICE OF SCIENCE AND ENGINEERING FROM 1954 THROUGH 1967 ARE ANALYZED, AND EXPLANATIONS PROPOSED. (NTIS)
ERIC: ED094945 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 590 PC-$3.00 MF-$1.45)

643 CINTERFOR, INTER-AMERICAN SEMINAR ON MANPOWER TRAINING AND DEVELOPMENT (CLEVELAND, OHIO, SEPT. 9-11, 1968). 69
INTERNATIONAL MANPOWER INSTITUTE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. INTERNATIONAL MANPOWER INST.
NOTES: 105P.
EDUCATION, INDUSTRY, LABOR UNIONS, MANPOWER DEVELOPMENT, SEMINARS, TRAINING, CINTERFOR, INTER AMERICAN CENTER, NORTH AND SOUTH AMERICA, RESEARCH AND DOCUMENTATION ON VOCATIONAL TRAINING
PRECEDING THE SIXTH ANNUAL MEETING OF THE INTER-AMERICAN CENTER FOR RESEARCH AND DOCUMENTATION ON VOCATIONAL TRAINING (CINTERFOR), A 3-DAY SEMINAR TO STUDY MANPOWER DEVELOPMENT AND TRAINING WAS CONDUCTED. THE SEMINAR WAS PLANNED AND COORDINATED BY A COMMITTEE WITH REPRESENTATIVES FROM THE U.S. DEPARTMENT OF LABOR, THE AGENCY FOR INTERNATIONAL DEVELOPMENT, AND THE DUNWOODY INDUSTRIAL INSTITUTE. THE SPECIFIC OBJECTIVES WERE TO EXAMINE THE ROLE AND CONTRIBUTION OF ORGANIZED LABOR IN TRAINING DEVELOPMENT, ROLE OF PRIVATE INDUSTRY IN MANPOWER TRAINING, THE NEED FOR EFFECTIVE COMMUNICATION BETWEEN GOVERNMENT AND THE PRIVATE SECTOR ON ALL MATTERS RELATED TO MANPOWER REQUIREMENTS AND TRAINING DEVELOPMENT, THE NATIONS PATTERNS OF EDUCATION AND TRAINING, AND THE FACTORS INFLUENCING THE TRENDS OF MANPOWER DEVELOPMENT. SEMINAR PROCEEDINGS PERTINENT TO THESE OBJECTIVES COMPRISE THE BODY OF THE REPORT. (BC)
ERIC: ED037951

644 CITINGS ON THE EDUCATIONAL HORIZON F 76
MATHIES, LORRAINE
EDUCATIONAL HORIZONS:55:1:51-2
EDUCATIONAL RESEARCH, WOMENS EDUCATION, STUDENT ENROLLMENT, ART PRODUCTS, LABOR ECONOMICS, PHYSICALLY HANDICAPPED, HIGHER EDUCATION, ART EDUCATION, MEDICAL SCHOOLS
PRESENTS A BRIEF SUMMATION OF RECENT DEVELOPMENTS IN EDUCATION IN THE UNITED STATES AND IN EUROPE. (RK)
ERIC: EJ156421

645 THE CIVILIAN CONSERVATION CORPS AND AMERICAN EDUCATION--THREAT TO LOCAL CONTROL. 67
GOWER, CALVIN W.
ADULT EDUCATION PROGRAMS, COLLEGE COOPERATION, DEMOCRATIC VALUES, DEPRESSED AREAS (GEOGRAPHIC), EDUCATIONAL PROBLEMS, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, HISTORICAL REVIEWS, PUBLIC SCHOOL SYSTEMS, YOUTH EMPLOYMENT, CIVILIAN CONSERVATION CORPS
THE HISTORY OF THE CIVILIAN CONSERVATION CORPS (CCC) AND ITS CONTROVERSIAL EDUCATION PROGRAM IS REVIEWED. CREATED IN MARCH, 1933, THE CCC PROVIDED WORK FOR UNEMPLOYED YOUTH (18-25). THE DEPARTMENT OF LABOR RECRUITED THEM, THE DEPARTMENT OF WAR RAN THE CAMPS, AND THE DEPARTMENTS OF INTERIOR AND AGRICULTURE DIRECTED THE CONSERVATION WORK. IN JULY 1933, THE COMMISSIONER OF EDUCATION CALLED FOR A BETTER PROGRAM OF EDUCATION IN THE CAMPS, WHICH PLAN WAS ACCEPTED IN NOVEMBER AND ADMINISTERED BY THE OFFICE OF EDUCATION AND THE DEPARTMENT OF THE INTERIOR. THE PROGRAM PROVIDED LITERACY EDUCATION, ACADEMIC HIGH SCHOOL AND COLLEGE ACCREDITED COURSES AND HAD THE COOPERATION OF OVER 200 COLLEGES AND UNIVERSITIES BY LATE 1936. ENROLLMENT IN THE VOLUNTARY PROGRAM INCREASED FROM 35 PERCENT IN 1934 TO 74 PERCENT IN 1936. THE PROGRAM WON MUCH PRAISE AND APPROVAL BUT CRITICISM OF THE CCC EDUCATIONAL PRACTICES OCCURRED THROUGHOUT THE LIFE OF THE PROGRAM AND REACHED A CLIMAX IN 1940 AND 1941. CONTROVERSY CENTERED AROUND (1) THE PREPARATION OF STUDY MATERIALS, YOU AND MACHINES, FOR THE PROGRAM, (2) FEARS OF SOME EDUCATORS ABOUT THE ROLE OF THE CCC EDUCATIONAL PROGRAM IN AMERICAN EDUCATION, AND (3) FEAR OF FEDERAL CONTROL OF EDUCATION. THE CCC WAS DISCONTINUED IN 1942, ENDING THE CONTROVERSY. THIS ARTICLE APPEARED IN HISTORY OF EDUCATION QUARTERLY, VOLUME 7, SPRING 1967. (EB)
ERIC: ED014033

646 CLAIM ADJUSTER (INSURANCE) 1-57.40--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSURANCE OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SUBPROFESSIONALS, TEST RELIABILITY, TEST VALIDITY, CLAIM ADJUSTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED072069

647 THE CLASS OF 1976: HARVARD BUSINESS SCHOOL GRADS REDISCOVER WALL STREET 1976
CONNELLY, J.
INSTITUTIONAL INVESTOR, INTERNATIONAL EDITION, NOV 1976, P. 37-42.
BANKS AND BANKING, BUSINESS SCHOOLS, CAREER DEVELOPMENT, FINANCE, HUMAN RESOURCE DEVELOPMENT, INVESTMENT BANKING, JOB MOTIVATION, MBA, RECRUITMENT, TRAINING AND DEVELOPMENT, WALL STREET, WOMEN
EXPLORES THE ASPIRATIONS OF THE HARVARD BUSINESS SCHOOL CLASS OF 1976. THE REAL MOTIVATOR TURNED OUT TO BE PRESTIGE. INVESTMENT BANKING RANKS AS THE TOP JOB. THESE YOUNG MBAS LACK AN ENTREPRENEURIAL FLAIR. HARVARD MBAS STILL HUNGER FOR RESPONSIBILITY.
MGMT: III76<0037

648 A CLASSIFICATION OF PERFORMANCE OBJECTIVE BEHAVIORS IN JOB TRAINING PROGRAMS 69 JAN
HARMON, PAUL
EDUC TECHNOL:9:1:5-12
ATTITUDES, BEHAVIORAL OBJECTIVES, CURRICULUM DEVELOPMENT, JOB TRAINING, LEARNING PROCESSES, PERFORMANCE CRITERIA, PROBLEM SOLVING, TRAINING OBJECTIVES, VERBAL DEVELOPMENT, JOB CORPS MENS URBAN CENTER
ERIC: EJ001734

649 A CLASSIFICATION SYSTEM AND MANUAL FOR PLACEMENT OFFICE LIBRARIES. 76
MACHALOW, ROBERT
NOTES: 14P.
CLASSIFICATION, EDUCATIONAL OPPORTUNITIES, JOB PLACEMENT, MANUALS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONS, SPECIAL LIBRARIES, STUDENT PLACEMENT,

(CONT.)
649 PLACEMENT OFFICE LIBRARIES
A CLASSIFICATION SCHEME IS GIVEN FOR MATERIALS RELATED TO OCCUPATIONAL AND EDUCATIONAL OPPORTUNITIES COLLECTED BY THE RUTGERS COLLEGE PLACEMENT OFFICE LIBRARY. THE SCHEME ASSIGNS A FOUR DIGIT NUMBER TO EACH ITEM. THE FIRST DIGIT DESIGNATES WHICH OF THE LIBRARYS GENERAL AREAS THE MATERIAL COVERS GENERAL, OCCUPATIONAL, EDUCATIONAL, OR ONE OF THE SPECIAL AREAS TO BE DESIGNATED IN THE FUTURE. THE SECOND AND THIRD DIGITS BROADLY AND THEN MORE SPECIFICALLY DEFINE THE EDUCATIONAL AREAS DEALT WITH OR ASSUMED AS THE BACKGROUND FOR THE OCCUPATION COVERED. THE FOURTH DIGIT INDICATES GEOGRAPHIC LOCATION. THE CLASSES ARE LISTED AND DEFINED, PROVISIONS FOR EXPANSION ARE INDICATED, AND CLASS NUMBERS ARE GIVEN FOR 74 OCCUPATIONS. (PF)
ERIC: ED130676

650 CLASSIFIER, LAUNDRY 7-57.012--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SORTING PROCEDURES, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, LAUNDRY CLASSIFIER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065637

651 CLASSIFYING CAREER LITERATURE DEC-JAN 72
MUNSCHAUER, JOHN L.
JOURNAL OF COLLEGE PLACEMENT:32:2:62-68
CAREER PLANNING, CLASSIFICATION, COLLEGE STUDENTS, DIRECTORIES, EMPLOYMENT OPPORTUNITIES, INFORMATION SOURCES, LIBRARY MATERIALS, OCCUPATIONAL INFORMATION
WORKING WITH TWO LIBRARIANS, THE CORNELL CAREER CENTER CAME UP WITH AN OPEN ENDED, FLEXIBLE SYSTEM WHICH AIDS STUDENT USE OF SOURCES. (AUTHOR)
ERIC: EJ049203

652 CLEARING THE WAY FOR THE GROWTH OF WOMEN SUBORDINATES 1976
ROSENBERG, D.
SUPERVISORY MANAGEMENT, VOL.21, NO.1, JAN 1976, P. 9-12.
CAREER DEVELOPMENT, DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, JOB DESCRIPTION, JOB DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, SUPERVISION, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
GIVES HELPFUL POINTERS FOR SUPERVISORS TO AID IN THE GROWTH AND DEVELOPMENT OF WOMEN IN THEIR EFFORTS TO ADVANCE.
MGMT: SPM76A0039

653 CLERK, GENERAL OFFICE (CLERICAL) 219.388. TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. DEC 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 27P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, JOB TRAINING, NORMS, OCCUPATIONAL GUIDANCE, OFFICE OCCUPATIONS, PERSONNEL SELECTION, TEST RELIABILITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (RC)
ERIC: ED103491

654 CLEVELANDS MIDDLE-AGED JOBLESS WORKERS, A FORGOTTEN GENERATION. 69
CLEVELAND WELFARE FEDERATION, OHIO. MANPOWER PLANNING AND DEVELOPMENT COMMISSION.
NOTES: 59P.

(CONT.)

654 LABOR FORCE, EMPLOYMENT PROBLEMS, MIDDLE AGED, JOB PLACEMENT, JOB DEVELOPMENT, VOCATIONAL COUNSELING, TRAINING, ACADEMIC ACHIEVEMENT, WORK ATTITUDES, MOTIVATION, SKILL OBSOLESCENCE, BIBLIOGRAPHIC CITATIONS, UNEMPLOYMENT, OHIO
MIDDLE-AGED WORKERS BETWEEN 45 AND 65 YEARS OF AGE REPRESENT ABOUT 15 PERCENT OF THE TOTAL LABOR FORCE IN THE CLEVELAND AREA. THIS GROUP COMPRISES 20 PERCENT OF TOTAL UNEMPLOYMENT OR ABOUT 5,000 PERSONS OF WHICH 60 PERCENT ARE MALES. MIDDLE-AGED PEOPLE HAVE DIFFICULTY GETTING JOBS BECAUSE OF HEALTH, EDUCATION, OBSOLESCENCE OF SKILLS, COMPANY POLICIES, TRAINING COSTS, AND ATTITUDES AND MOTIVATION. THE STUDY PROVIDES SUGGESTIONS FOR VARIOUS LOCAL AND FEDERAL PROGRAMS TO PROVIDE COUNSELING, TRAINING, AND JOB DEVELOPMENT AND PLACEMENT. A BIBLIOGRAPHY IS APPENDED. (SC)
AIM/ARM: VT010278 THE MANPOWER PLANNING AND DEVELOPMENT COMMISSION, 1001 HURON ROAD, CLEVELAND, OHIO 44115 ($.25).

655 CLICKING-MACHINE OPERATOR (900T • SHOW: LEATHER PROD.) 6-62.055--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CLICKING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061328

656 THE CLOSED DOOR THE EFFECT OF A CRIMINAL RECORD ON EMPLOYMENT WITH STATE AND LOCAL PUBLIC AGENCIES. FEB 72
MILLER, HERBERT S.
GEORGETOWN UNIV. LAW CENTER, WASHINGTON, D.C. INST. OF CRIMINAL LAW AND PROCEDURE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 263P.
ADMINISTRATIVE POLICY, CONFIDENTIAL RECORDS, COURT LITIGATION, CRIMINALS, DELINQUENT REHABILITATION, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT QUALIFICATIONS, FEDERAL GOVERNMENT, LEGAL PROBLEMS, STATE GOVERNMENT, VOCATIONAL REHABILITATION, CIVIL SERVICE, CRIMINAL RECORDS
THIS STUDY DOCUMENTS THE INCONSISTENCIES AND INNER DYNAMICS OF THE ADMINISTRATIVE STRUCTURE OF THE LEGAL SYSTEM AS IT OPERATES ON PERSONS WITH CRIMINAL RECORDS IN THEIR ATTEMPT TO FIND EMPLOYMENT. DIRECTED PARTICULARLY TO THE ADMINISTRATIVE STRUCTURE AT THE LOCAL, STATE, AND NATIONAL LEVEL, THE INVESTIGATION UTILIZED QUESTIONNAIRE RESPONSES AND JOB APPLICATION DATA FROM 48 STATES TO OBTAIN ITS FINDINGS. THOSE MAJOR FINDINGS INCLUDE (1) A JUVENILE RECORD AND AN ARREST RECORD NOT FOLLOWED BY CONVICTION ARE SUBSTANTIAL OBSTACLES TO EMPLOYMENT, (2) PRESENT ANNULLMENT AND EXPUNGING STATUTES DO NOT REMOVE THE EMPLOYMENT OBSTACLES OF CONVICTED FELONS, (3) STATE CIVIL SERVICE STATUTES PROVIDE NO GUIDELINES FOR CIVIL SERVICE PERSONNEL TO SCREEN APPLICANTS WITH CRIMINAL RECORDS, (4) JOB APPLICATION FORMS FREQUENTLY ASK FOR ARREST RECORDS, BUT DO NOT INDICATE THAT AN INDIVIDUAL WITH A CRIMINAL RECORD IS ELIGIBLE FOR HIRING, (5) CIVIL SERVICE PROCEDURES GENERALLY ACT AS A BAR TO EMPLOYMENT FOR CONVICTED PERSONS THROUGH THE SETTING OF HIGH EDUCATIONAL REQUIREMENTS, ETC., AND (6) JUVENILE AND ADULT CORRECTIONAL OFFICIALS DO NOT INFORM THEIR WARDS AND CLIENTS OF THEIR LEGAL STATUS AND WAYS TO MITIGATE THE EFFECT OF THE RECORD ON JOB OPPORTUNITIES. (AUTHOR/SN)
ERIC: ED079530 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151

657 CLOSED-CIRCUIT TV ITS POTENTIAL IN INDUSTRY (PART 2) DEC 76
MATLELIO, R. H.
CANADIAN TRAINING METHODS:9:4:13-19
CLOSED CIRCUIT TELEVISION, INDUSTRIAL TRAINING, COST EFFECTIVENESS, EQUIPMENT UTILIZATION, INSTRUCTIONAL MEDIA, EVALUATION NEEDS, VIDEO CASSETTE SYSTEMS, VIDEO TAPE RECORDINGS, EDUCATIONAL TELEVISION, TEACHING METHODS
ADVANTAGES AND LIMITATIONS ARE PRESENTED REGARDING THE TRAINING AND EDUCATION POTENTIAL FOR VIDEO COMMUNICATIONS IN INDUSTRY (PARTICULARLY CLOSED-CIRCUIT TELEVISION), AND SOME REQUIREMENTS FOR PLANNING AND APPLICATION ARE ALSO LISTED. (MF)
ERIC: EJ153220

658 CLOSEUPS OF CORPORATE BIAS 1975
BUSINESS WEEK, NO.2403, NOV 24, 1975, P. 63.
CORPORATE BEHAVIOR, CORPORATE RESPONSIBILITY, DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, JOB SECURITY, MANAGEMENT, PROMOTION, SALARY ADMINISTRATION, WOMEN IN BUSINESS

(CONT.)

658 BIAS AGAINST WOMEN IN TOP LEVEL CORPORATE MANAGEMENT IS SHOWN BY TRUE CASES OF: A PROMOTION-FROM-WITHIN POLICY WHICH RESULTS IN CHOICE OF A LESS-QUALIFIED MALE, A YOUNG EXECUTIVE GETS PERMISSION TO REPORT TO A VP OVER THE FEMALE DEPT. HEAD, A BANK SHRINKS ITS STAFF BY SIX WOMEN IN ECONOMIC ADVERSITY, A WOMAN VP HAS NO COMPANY CAR, LOWER SALARY.
MGMT: 3WE75K2463

659 CLOTHES DESIGNER (PROFESS. & KIN.) 142.081 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CLOTHING DESIGN, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NEEDLE TRADES, NORMS, OCCUPATIONAL GUIDANCE, PATTERNMAKING, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060127

660 CLUSTER CONCEPT IN VOCATIONAL EDUCATION. 75
MALEY, DONALD
AMERICAN TECHNICAL SOCIETY, CHICAGO, ILL.
NOTES: 234P.
CAREER CHOICE, CAREER PLANNING, EMPLOYMENT OPPORTUNITIES, INSTRUCTIONAL PROGRAMS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, POST SECONDARY EDUCATION, PROGRAM DESIGN, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, PROGRAM PLANNING, SECONDARY EDUCATION, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS
THE CLUSTER CONCEPT IN VOCATIONAL EDUCATION ADDRESSES ITSELF TO ISSUES OF JOB-ENTRY PREPARATION: GEOGRAPHIC AND OCCUPATIONAL MOBILITY: OPTIMUM EMPLOYABILITY FOR YOUNG ADULTS: THE PROCESSES BY WHICH OCCUPATIONAL OR CAREER DECISIONS ARE MADE: WORKER ADAPTABILITY IN A RAPIDLY CHANGING LABOR MARKET: AND THE EFFECTS OF CONTINUOUS EDUCATION ON CAREER LADDERS. ESSENTIAL DIFFERENCES BETWEEN A CLUSTER CONCEPT VOCATIONAL PROGRAM AND THE TRADITIONAL VOCATIONAL PROGRAM REFLECT THE STRESS ON BREADTH OF PREPARATION BRIDGING OVER INTO SKILLS AND INFORMATION FOR A SERIES OF RELATED OCCUPATIONS VERSUS DEPTH IN A SINGLE OCCUPATIONAL CATEGORY. CHAPTERS 1 AND 2 PRESENT BASIC IDEAS AND RATIONALE FOR THE CLUSTER CONCEPT IN VOCATIONAL EDUCATION, WHILE CHAPTER 3 EMPHASIZES PYRAMIDAL AND VERTICAL-HIERARCHICAL STRUCTURE PATTERNS OF CLUSTER ORGANIZATION, AS WELL AS DESCRIPTIONS OF SPECIFIC PROGRAMS THROUGHOUT THE NATION. CHAPTER 4 DEALS WITH PHYSICAL FACILITIES AND INSTRUCTIONAL PATTERNS FOR CLUSTER PROGRAMS AND IS FOLLOWED IN CHAPTER 5 BY A COMPREHENSIVE PRESENTATION OF THE CLUSTER CONCEPT DEVELOPED AT THE UNIVERSITY OF MARYLAND. CHAPTERS 6 AND 7 DEAL WITH VOCATIONAL EDUCATION TEACHER RECRUITMENT AND PREPARATION FOR THE CLUSTER CONCEPT AND CLUSTER CONCEPT PROGRAM EVALUATION. THE CONCLUDING SUMMARY CHAPTER HIGHLIGHTS POSSIBLE CONCERNS OF SCHOOL SYSTEMS IN PLANNING AND IMPLEMENTING A CLUSTER CONCEPT PROGRAM.
ERIC: ED109417 AMERICAN TECHNICAL SOCIETY, 848 EAST 58TH STREET, CHICAGO, ILLINOIS 60637 ($6.50)

661 COACHING IN A MANPOWER PROJECT. BASED ON THE EXPERIENCES OF THE JOBS NOW PROJECT SEP 71
ROGERS, DAVID J.:SILVERSTEIN, CHARLES
YOUNG MENS CHRISTIAN ASSOCIATION OF METROPOLITAN CHICAGO, ILL.
CONTRACT NO. CL-82-15-67-06:OL-82-15-68-08
NOTES: FINAL REPT. SEP 66-JAN 70 128P
MANPOWER UTILIZATION, VOCATIONAL GUIDANCE, JOBS NOW PROJECT, DISADVANTAGED YOUTH, CHICAGO(ILLINOIS), UNEMPLOYABLE PERSONS, YOUTH COACHING
THIS IS A REPORT OF THE 3RD AND FINAL YEAR OF THE JOBS NOW PROJECT CONDUCTED BY THE YMCA OF METROPOLITAN CHICAGO. THE REPORT DESCRIBES THE EXPERIENCES OF JOBS NOW IN WORKING WITH DISADVANTAGED YOUTH, IN PROVIDING STRONG PERSONAL SUPPORT DURING THE DIFFICULT AND IMPERSONAL PROCESS OF JOB-HUNTING AND WORK ADJUSTMENT. THE REPORT INCLUDES THE FOLLOWING SECTION (1) A CONCEPTUAL BACKGROUND OF COACHING: (2) SELECTION OF COACHES: (3) TRAINING AND UPGRADING OF COACHES: (4) COACH SUPERVISION: (5) THE COACH-CLIENT RELATIONSHIP, AND (6) IN-THE-COMPANY COACHING HINTS. (AUTHOR)
NTIS: PB-204 391 NTIS PRICES PC$3.00/MF$0.95

662 COACHING IN A MANPOWER PROJECT. BASED ON THE EXPERIENCES OF THE JOBS NOW PROJECT

(SEPTEMBER 1966-JANUARY 1970). 70
ROGERS, DAVID J.;SILVERSTEIN, CHARLES
YMCA OF METROPOLITAN CHICAGO, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 127P.
BLACK COMMUNITY, DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, INDUSTRIAL RELATIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MIDDLE CLASS VALUES, OCCUPATIONAL GUIDANCE, PARTICIPANT CHARACTERISTICS, PERSONNEL SELECTION, STATISTICAL DATA, TEAMWORK, VOCATIONAL DEVELOPMENT, YOUTH EMPLOYMENT, JOBS NOW, MANPOWER DEVELOPMENT AND TRAINING ACT
THIS DESCRIPTION OF COACHING IN A 4-YEAR FEDERALLY FUNDED SPECIAL MANPOWER DEMONSTRATION PROJECT, JOBS NOW, IS INTENDED ESPECIALLY FOR PROGRAM ADMINISTRATORS, INDUSTRIAL PERSONNEL, AND GUIDANCE COUNSELORS. THE PROJECT WAS DESIGNED TO TRAIN AND EMPLOY PREVIOUSLY UNEMPLOYABLE, DISADVANTAGED, YOUNG BLACK ADULTS, PROVIDE MANPOWER SYSTEMS TO PRE-SELECTED COMPANIES, AND COORDINATE SPECIAL SUPPORT PROGRAMS AMONG BUSINESS, INDUSTRY, AND SOCIAL SERVICE AGENCIES. THE SIX TOPICAL SECTIONS DEAL WITH (1) A CONCEPTUAL BACKGROUND OF COACHING, (2) SELECTION OF COACHES, (3) TRAINING AND UPGRADING OF COACHES, (4) COACH SUPERVISION, (5) THE COACH-CLIENT RELATIONSHIP, AND (6) IN-THE-COMPANY COACHING HINTS. SUBTOPICS ARE BRIEFLY SUMMARIZED, NOTING THE IMPORTANCE OF THE COACHES EMPATHY WITH THE CLIENTS, JOB DEVELOPMENT AND SUPERVISION FOR COACHES, WAYS TO PREVENT OR SOLVE EMPLOYMENT PROBLEMS, AND OTHER RELATED ASPECTS OF HUMAN AND INDUSTRIAL RELATIONS. MAJOR PROGRAM RECOMMENDATIONS AND CONCLUSIONS ARE PRESENTED. A 3-YEAR STATISTICAL COMPARISON OF THE PROJECT PARTICIPANTS ENROLLMENT AND EMPLOYMENT LEVELS IS APPENDED. (AG)
ERIC: ED070826

663 COAL MANPOWER PROJECTIONS 1980. FINAL REPORT. 27 SEP 74
CLAGUE, EWAN
KRAMER ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 69P.
EDUCATIONAL NEEDS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, LABOR SUPPLY, MANPOWER NEEDS, PRODUCTIVITY, SKILLED WORKERS, STATISTICAL ANALYSIS, TABLES (DATA), COAL MINING
THE NATIONAL PETROLEUM COUNCIL HAS PROJECTED A 1980 BITUMINOUS COAL PRODUCTION OF 910 MILLION TONS. ON THAT BASIS, THE STUDY ESTIMATES THE MANPOWER WHICH WILL BE REQUIRED TO PRODUCE THAT VOLUME OF COAL, ON THE ASSUMPTION OF A PRODUCTIVITY INCREASE OF TWO PERCENT PER YEAR FROM 1974 ONWARDS. THE 1980 COAL OUTPUT WILL REQUIRE A WORK FORCE OF APPROXIMATELY 200,000, OR ABOUT 45,000 ABOVE THE 1973 EMPLOYMENT FIGURE. ADDITIONAL WORKERS NEEDED TO REPLACE THOSE WHO DIE OR RETIRE RAISE NEW MANPOWER REQUIREMENTS TO ABOUT 15,000 PER YEAR FOR THE REMAINDER OF THE DECADE. BECAUSE OF THE INCREASING MECHANIZATION OF COAL PRODUCTION, THE MOST CRITICAL REQUIREMENT WILL BE FOR HIGHLY SKILLED WORKERS. THERE WILL ALSO BE AN URGENT NEED FOR TRAINING PROGRAMS, BOTH IN WORK SAFETY AND IN MINING SKILLS, FOR YOUNG MINERS. THE STUDY SUPPORTS ITS CONCLUSIONS WITH NUMEROUS STATISTICAL TABLES AND INTERPRETATIONS OF THEIR DATA. (AUTHOR/PR)
ERIC: ED109506

664 COAL MANPOWER PROJECTIONS, 1980 27 SEP 74
CLAGUE, EWAN
KRAMER ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. DL-20-11-74-17
NOTES: FINAL REPT. 68P
MANPOWER REQUIREMENTS, COAL MINING, NTISLABROU
BITUMINOUS COAL PRODUCTION OF 910 MILLION TONS IN 1980 WAS PROJECTED BY THE NATIONAL PETROLEUM COUNCIL IN THEIR REPORT ON U.S. ENERGY OUTLOOK, 1971-85. ON THAT FOUNDATION THIS MANPOWER STUDY ESTIMATES THE MANPOWER WHICH WOULD BE REQUIRED TO PRODUCE THAT VOLUME OF COAL OUTPUT. PRODUCTIVITY OF LABOR IN COAL MINING DECLINED ABOUT 30 PERCENT DURING 1970-73 UNDER THE IMPACT OF HIGHER SAFETY AND HEALTH STANDARDS ESTABLISHED BY CONGRESSIONAL LEGISLATION. ON THE ASSUMPTION OF A PRODUCTIVITY INCREASE OF 2 PERCENT PER YEAR FROM 1974 ONWARDS, THE 1980 COAL OUTPUT WOULD REQUIRE A WORK FORCE OF ABOUT 200,000 WORKERS, ABOUT 45,000 ABOVE 1973 EMPLOYMENT. ADDITIONAL WORKERS NEEDED TO REPLACE THOSE WHO DIE OR RETIRE WOULD RAISE NEW MANPOWER REQUIREMENTS TO ABOUT 15,000 MEN A YEAR FOR THE REMAINDER OF THE DECADE. THE MOST CRITICAL REQUIREMENT WILL BE FOR HIGHLY SKILLED WORKERS, SUCH AS MINING MACHINE OPERATORS, ROOF BOLTERS, AND OTHERS, WHO WILL BE NEEDED TO MAN THE INCREASING MECHANIZATION OF COAL PRODUCTION. THERE WILL BE URGENT NEED OF TRAINING PROGRAMS FOR YOUNG MINERS, BOTH IN WORK SAFETY AND IN MINING SKILLS.
NTIS: PB-241 795/5ST NTIS PRICES PC$4.25/MF$2.25

665 THE COALITION BEHIND FULL EMPLOYMENT 1976
BUSINESS WEEK, NO.2[illegible]0, JULY 12, 1976, P. 76.
AFL-CIO, ECONOMIC RECOVERY, FULL EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, MINORITIES, POLITICS, UNEMPLOYMENT, UNIONS, WAGES
ORGANIZED LABOR, BLACKS, CHURCHES AND NORTHERN LIBERALS HAVE BANDED TOGETHER IN A COALITION TO GET UNEMPLOYMENT DOWN TO THE 3% PROMISED BY THE DEMOCRATS AND HUMPHREY-HAWKINS BILL. LABOR HAS INDICATED IT WILL TRADE OFF IN THE INCOMES POLICY AREA TO HELP THIS IMPORTANT AREA OF ECONOMIC RECOVERY.
MGMT: BWE76G1276

666 COAL: CARTER AND CONGRESS HOLD THE KEY 1977
ROSEN, G.R.
DUNS REVIEW, VOL.109, NO.2, FEB 1977, P. 56-60.
AUTOMOBILE INDUSTRY, COAL INDUSTRY, COST, DECISION MAKING, ECONOMICS, ENERGY, GOVERNMENT REGULATION, IMPORT, LEGISLATION, LOBBYING, OIL INDUSTRY, POLLUTION, PRODUCTION, PRODUCTION CONTROL, PRODUCTIVITY, UNEMPLOYMENT
WITH A NEED FOR LESS DEPENDENCE ON IMPORTED OIL AND U.S. PRODUCTION CURRENTLY BEHIND ITS GOAL DUE TO ENVIRONMENTAL AND POLITICAL ISSUES, WASHINGTON MUST MAKE QUICK DECISIONS IN AREAS OF WHICH COAL TO USE IT SEEMS TO BE FAVORING APPALACHIAN COAL. A COAL POLICY MAY HAVE TO COMPENSATE THE INDUSTRY FOR SAFETY REGULATIONS COSTS.
MGMT: DUN7730056

667 CODING CLERK (CLERICAL) 219.388--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CLERICAL WORKERS, CODIFICATION, CUTTING SCORES, EVALUATION CRITERIA, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CODING CLERK, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENT SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069541

668 COFFEE BREAK WITH SAR LEVITAN 1974
ADHERENT, VOL.1, NO.1, OCTOBER 1974, P. 31-39.
ECONOMIC POLICY, ECONOMICS, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, INFLATION, JOB SATISFACTION, LOBBYING, PRODUCTIVITY, PROFIT MOTIVE, PUBLIC WELFARE, QUALITY OF LIFE, TAX REVENUE, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
A DISCUSSION WITH THE CHAIRMAN OF THE NATIONAL MANPOWER POLICY TASK FORCE ON ECONOMIC AND HUMAN RESOURCE VARIABLES THAT AFFECT NATIONAL EMPLOYMENT POLICY IN ITS RELATIONSHIP TO INFLATION.
MGMT: ADH74J0031

669 COGNITIVE DIFFERENTIATION IN WOMEN AND PIONEER-TRADITIONAL VOCATIONAL CHOICES APR 75
LAWLIS, G. FRANK;CRAWFORD, JIM D.
JOURNAL OF VOCATIONAL BEHAVIOR;6:2:263-266
FEMALES, OCCUPATIONAL CHOICE, CAREER CHOICE, INTERPERSONAL COMPETENCE, VOCATIONAL INTERESTS, RESEARCH PROJECTS, SOCIAL RELATIONS
TESTS THE HYPOTHESIS THAT WOMEN WHO GO INTO MALE DOMINATED FIELDS (PIONEERS) ARE MORE COGNITIVELY COMPLEX IN SOCIAL RELATIONSHIPS THAN WOMEN WHO GO INTO FEMALE DOMINATED FIELDS (TRADITIONALS). RESULTS SUPPORT THE HYPOTHESIS. (AUTHOR/HMV)
ERIC: EJ115660

670 COGNITIVE-DEVELOPMENTAL FACTORS IN EMERGING SEX DIFFERENCES IN ACHIEVEMENT-RELATED EXPECTANCIES 1976
PARSONS, J.E.; RUBLE, D.N.; HODGES, K.L.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 47-61. BIBLIOG. 41
BEHAVIORAL SCIENCE, EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, MOTIVATION, STATISTICS, WOMEN, WOMEN IN BUSINESS
IT IS POSSIBLE THAT SEX DIFFERENCES ON COGNITIVE OR SELF-PERCEPTUAL VARIABLES MIGHT BE RESPONSIBLE FOR THE LOWER ACHIEVEMENTS OF FEMALES COMPARED TO MALES. SOCIALIZATION FACTORS SERVE TO REINFORCE THE CHILDS STRUCTURING OF HIS SOCIAL WORLD. PARENTS MUST MAKE A CONCERTED EFFORT TO PREVENT THE EMERGENCE OF LOW EXPECTANCY PATTERN IN THEIR DAUGHTERS.
MGMT: JSI76P0047

671 COIL ASSEMBLER 6-94.515: UNIT ASSEMBLER 8-93.41: UNIT ASSEMBLER 8-94.51 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
AIR CONDITIONING EQUIPMENT, APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COIL ASSEMBLER, UNIT ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF

(CONT.)
671 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061307

672 COIL OPENER AND DOWN ENDER OPERATOR (IRON + STEEL) 7-88.305: CONVEYOR MAN (IRON + STEEL) 7-88.300: COOLING CONVEYOR OPERATOR (IRON + STEEL) 7-88.241: TESTER CONVEYOR OPERATOR (IRON + STEEL) 7-88.241: THREAD ENTRY CONVEYOR OPERATOR (IRON + STEEL) 7-88.241: YARD TRANSFER CONVEYOR OPERATOR (IRON + STEEL) 7-88.241--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL INDUSTRY, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COIL OPENER AND DOWN ENDER OPERATOR, CONVEYOR MAN, COOLING CONVEYOR OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY, TESTER CONVEYOR OPERATOR, THREAD ENTRY CONVEYOR OPERATOR, YARD TRANSFER CONVEYOR OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065571

673 COIL WINDER II (ELEC. EQUIP.) 724.884--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COIL WINDER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063405

674 COIN-VENDING-MACHINE COLLECTOR (BUS. SER.) 292.483--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, BLUE COLLAR OCCUPATIONS, CUTTING SCORES, EQUIPMENT MAINTENANCE, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MECHANICAL EQUIPMENT, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COIN VENDING MACHINE COLLECTOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING

(CONT.)

674 SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067413

675 COLD MILL OPERATOR 4-88.018: HOT MILL OPERATOR 4-88.018: PAYOFF OPERATOR 6-94.321: REWIND OPERATOR 6-94.322: SLITTING-MACHINE OPERATOR II 6-94.205 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COLD MILL OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY, HOT MILL OPERATOR, PAYOFF OPERATOR, REWIND OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061303

676 COLD SAW OPERATOR (IRON + STEEL) 6-88.651: COLD SIZING MILL OPERATOR (IRON + STEEL) 4-88.315: DECAMBERING MILL OPERATOR (IRON + STEEL) 6-88.346: FLYING CUT-OFF MACHINE OPERATOR (IRON + STEEL) 6-88.655: ROTARY STRAIGHTENER OPERATOR (IRON + STEEL) 6-88.346: STRAIGHTENER MACHINE OPERATOR (IRON + STEEL) 6-88.354: TUBE STRAIGHTENER OPERATOR (IRON + STEEL) 6-88.346: WELDER (IRON + STEEL) 4-88.343: WELDER, ASSISTANT (IRON + STEEL) 4-88.344--TECHNICAL MAY 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, STEEL INDUSTRY, TEST RELIABILITY, TEST VALIDITY, WELDERS, COLD SAW OPERATOR, COLD SIZING MILL OPERATOR, DECAMBERING MILL OPERATOR, FLYING CUTOFF MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY, ROTARY STRAIGHTENER, STRAIGHTENER MACHINE, TUBE STRAIGHTENER OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065591

677 COLLECTED PAPERS ON POVERTY ISSUES. VOLUME 2 ASPECTS OF LOW INCOME IN AMERICA. PART 2. JUN 75
YOKELSON, DORIS, ED.
HUDSON INST., CROTON-ON-HUDSON, N.Y. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 372P.; FOR VOLUME 1 AND VOLUMES 2 (PART 1)-4, SEE UD 015 811-815; FOR FULL ABSTRACT, SEE UD 015 811
AMERICAN CULTURE, AMERICAN STUDIES, ANTHOLOGIES, ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, FEDERAL AID, FEDERAL PROGRAMS, INCOME, LABOR FORCE, LABOR MARKET, LABOR TURNOVER, LOW INCOME GROUPS, POVERTY RESEARCH, PUBLIC POLICY, WORKING WOMEN, RURAL DEVELOPMENT INSURANCE FUND
PART 2 OF THE SECOND VOLUME IN A FOUR VOLUME COLLECTION, THIS DOCUMENT ADDRESSES INCOME AND EMPLOYMENT, FOOD STAMPS, ECONOMIC DEVELOPMENT PROGRAMS, AND THE WORK FORCE. LISTINGS INCLUDED HERE ARE THEORIES OF UNEMPLOYMENT: THE FOOD STAMP PROGRAM: THE USE OF ECONOMIC DEVELOPMENT PROGRAMS AS ANTIPOVERTY MEASURES: THE RURAL DEVELOPMENT INSURANCE FUND: AGE AND SEX DISTRIBUTION OF THE U.S. WORK FORCE 1900-1970: A PROFILE OF THE WORK FORCE AND ITS ENVIRONMENT: AND WOMEN IN THE WORK FORCE. (AUTHOR/AM)
ERIC: ED121869

678 COLLECTIVE BARGAINING AND LABOR CONTRACTS (A BIBLIOGRAPHY WITH ABSTRACTS) MAR 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-FEB 77 95P
BIBLIOGRAPHIES, BARGAINING, LABOR UNIONS, NTISNTIS
COLLECTIVE BARGAINING, WITH OR WITHOUT THE BACKING OF FORMAL UNION, LABOR CONTRACTS, AND GOVERNMENT EMPLOYEE AGREEMENTS AND BARGAINING ARE TOPICS COVERED. REPORTS ON WAGES ARE INCLUDED, ONLY WHEN WAGE CHANGE IS A RESULT OF BARGAINING OR CONTRACT NEGOTIATION. (THIS UPDATED BIBLIOGRAPHY CONTAINS 90 ABSTRACTS, 19 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.) FOR FULL COVERAGE OF WAGES, SEE NTIS/PS-75/568 AND NTIS/PS-76/0621, WAGES, SALARIES, AND EARNINGS, VOLS. 1. AND 2. A RELATED PUBLISHED SEARCH IS NTIS/PS-76/0252 AND NTIS/PS-76/0253, LABOR RELATIONS, VOLS. 1. AND 2.
NTIS: NTIS/PS-77/0133/7ST NTIS PRICES PC N01/MF N01

679 COLLEGE FOR HUMAN SERVICES, A MODEL FOR INNOVATION IN URBAN HIGHER EDUCATION. MAY 67
WOMENS TALENT CORPS, NEW YORK, N.Y.
NOTES: 24P.
OCCUPATIONAL HOME ECONOMICS, WORKING WOMEN, NONPROFESSIONAL PERSONNEL, SERVICE OCCUPATIONS, PROGRAM ADMINISTRATION, VOLUNTARY AGENCIES, JOB TRAINING, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, PERSONNEL SELECTION, JOB PLACEMENT, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS, CURRICULUM, ADULT VOCATIONAL EDUCATION, WOMENS TALENT CORPS, WTC, NEW YORK CITY
THIS REPORT IS ONE OF A SERIES AVAILABLE AS VT 004 979-VT 004 986 (ALL IN THIS ISSUE) WHICH DESCRIBE THE ORGANIZATION AND PROGRESS OF THE WOMENS TALENT CORPS (WTC) IN NEW YORK CITYS ANTI-POVERTY CAMPAIGN. JUSTIFICATION OF THE NEED FOR A COLLEGE OF HUMAN SERVICES AND A PROPOSED MODEL FOR A PILOT PROGRAM ARE ALSO INCORPORATED IN THE DOCUMENT. THE PLAN FOR A NEW PATTERN IN HIGHER EDUCATION IS THE DIRECT OUTGROWTH OF THE CAREER-TRAINING INSTITUTE OF THE WTC. IN LESS THAN A YEAR OF OPERATION THE CORPS HAS DEMONSTRATED THAT WOMEN OF LIMITED EDUCATION AND EXPERIENCE CAN, WITH PROPER TRAINING, PERFORM UNIQUE FUNCTIONS AS ASSISTANTS TO THE PROFESSIONALS AND COMMUNITY AGENCIES, HELPING TO BRIDGE THE DISTANCE BETWEEN PROFESSIONAL WORKERS AND THE PEOPLE THEY SERVE. TRAINING FOR CAREER POSITIONS IN EDUCATION, HEALTH, AND SOCIAL WELFARE PREPARES WOMEN FOR SOCIALLY USEFUL, PAID JOBS WHICH THEY ARE UNIQUELY SUITED TO FILL BECAUSE OF THEIR FIRST-HAND KNOWLEDGE OF COMMUNITY LIFE AND THE CONSEQUENCES OF POVERTY. DETAILS OF THE ADMINISTRATION, CURRICULUM AND INSTRUCTIONAL TECHNIQUES OF THE TRAINING PROGRAM ARE DESCRIBED. ENCOURAGED BY THE SUCCESS OF THE PROGRAM THE STAFF PROPOSES TO PROVIDE A COLLEGE PROGRAM FEATURING A 2-YEAR INTEGRATED CURRICULUM FOR STUDENTS FROM THE POVERTY POPULATION WHICH WILL FEATURE SUPERVISED FIELD WORK, ACADEMIC CREDIT WITH TRANSFER PRIVILEGES OR TERMINAL SUB-PROFESSIONAL TRAINING CARRYING THE AA DEGREE. DETAILS FOR THE MODEL COLLEGE PROGRAM ARE INCLUDED. (FP)
AIM/ARM: VT004379

680 COLLEGE STUDENTS IN LOCAL GOVERNMENT THE URBAN CORPS APPROACH. MAR 72
GOLD, LAWRENCE N.
INTERNATIONAL CITY MANAGEMENT ASSOCIATION, WASHINGTON, D.C.
NOTES: 24P.; MANAGEMENT INFORMATION SERVICE, VOL. 4, NO. LS-3
CLINICAL EXPERIENCE, COLLEGE STUDENTS, FIELD EXPERIENCE PROGRAMS, HIGHER EDUCATION, INTERNSHIP PROGRAMS, URBAN EDUCATION
PUBLIC SERVICE INTERNSHIPS NOT ONLY PROVIDE A MEANS FOR COLLEGE STUDENTS TO HELP GOVERNMENT GET ITS JOB DONE, THEY ALSO TEACH THE STUDENT A GOOD DEAL ABOUT THE REAL WORLD OF URBAN AFFAIRS. THIS REPORT COVERS THE URBAN CORPS APPROACH TO PROVIDING A COLLEGE STUDENT INTERNSHIP PROGRAM IN LOCAL GOVERNMENT. SUCH A PROGRAM IS BASED ON 3 PRINCIPLES (1) IT DRAWS ON COLLEGE STUDENTS AT ANY LEVEL OF THEIR EDUCATION AND FROM ANY ACADEMIC DISCIPLINE TO OFFER THEM A SIGNIFICANT, CAREER-ORIENTED EXPERIENCE IN PUBLIC SERVICE; (2) IT OPERATES THROUGH AN URBAN CORPS OFFICE, OFTEN STAFFED BY STUDENTS THEMSELVES, THAT ADMINISTERS THE PROGRAM; AND (3) IT IS OFFERED THROUGH THE FEDERAL COLLEGE WORK-STUDY PROGRAM, WHICH IS PROVIDED WITH FUNDING TO COVER UP TO 80% OF COMPENSATION FOR STUDENTS WHO NEED MONEY TO REMAIN IN SCHOOL. THE REPORT GOES ON TO EXPLAIN HOW URBAN CORPS ARE ORGANIZED, HOW JOB ASSIGNMENTS ARE DEVELOPED, AND HOW STUDENTS ARE RECRUITED AND PLACED IN AN ASSIGNMENT. (AUTHOR)
ERIC: ED071544 MANAGEMENT INFORMATION SERVICE, INTERNATIONAL CITY MANAGEMENT ASSOCIATION, 1140 CONNECTICUT AVENUE, N.W., WASHINGTON, D.C. 20036

681 COLOR THE NEW GENERATION VERY LIGHT GREEN 1975
STARR, S.F.
FORTUNE, APRIL 1975, P. 174-180.
ABSENTEEISM, EARNING POWER, EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, PUBLIC WELFARE, UNEMPLOYMENT, WORK ETHIC, YOUTH
AMERICAN YOUTH EXPECT THE SYSTEM TO DO THINGS FOR THEM, BUT THE WORLD ETHIC AND WELFARE ETHIC COEXIST. DIVERSITY WITHIN THE AGE GROUP IS APPARENT, BUT ALL EXPECT MORE FROM THE SYSTEM TODAY.
MGMT: FOR7500174

682 COLORADO CAREER INFORMATION SYSTEM, ANNUAL REPORT. 30 SEP 75
COLORADO UNIV., BOULDER. COLORADO CAREER INFORMATION CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-99-6-488-09-6
NOTES: 144P.; PAGES 3 THROUGH 9 OF APPENDIX III-I (CONTAINING THE QUEST QUESTIONNAIRE DEVELOPED AT THE UNIVERSITY OF OREGON) ARE COPYRIGHTED AND THEREFORE NOT AVAILABLE. THEY

(CONT.)

682 ARE NOT INCLUDED IN THE PAGINATION. SEVERAL PAGES MAY NOT REPRODUCE WELL DUE TO FAINT TYPE
ADMINISTRATIVE AGENCIES, CAREER CHOICE, CAREER EDUCATION, COMPUTER ORIENTED PROGRAMS, DELIVERY SYSTEMS, HIGHER EDUCATION, INFORMATION DISSEMINATION, INFORMATION SYSTEMS, OCCUPATIONAL INFORMATION, POST SECONDARY EDUCATION, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, SECONDARY EDUCATION, COLORADO, COLORADO CAREER INFORMATION SYSTEM
COVERING THE PERIOD FROM OCTOBER 1, 1975, TO SEPTEMBER 30, 1976, THIS ANNUAL REPORT CONTAINS INFORMATION ON THE COLORADO CAREER INFORMATION SYSTEMS (COCIS) ADMINISTRATION AND ORGANIZATION, INFORMATION DEVELOPMENT, DELIVERY VEHICLE, AND MARKETING AND FIELD SERVICES. (COCIS IS AN ON-LINE COMPUTERIZED CAREER INFORMATION SYSTEM THAT HAS BEEN AVAILABLE FOR MARKETING SINCE SEPTEMBER 15, 1976. IT CONTAINS THE FOLLOWING FILES OCCUPATIONAL DESCRIPTION, PREPARATION, PROGRAM, EMPLOYERS, BIBLIOGRAPHY, WOMENS CAREER RESOURCES, AND JOB SKILLS. IT INCLUDES 234 OCCUPATIONS WHICH HAVE LOCALIZED DATA FOR THE DENVER METROPOLITAN AND STATE OF COLORADO AREAS. AN OCCUPATIONAL INFORMATION LIBRARY, USING THE OREGON CLASSIFICATION SYSTEM, HAS BEEN ESTABLISHED, AS WELL AS REVIEW PANELS FOR THE OCCUPATIONS AND UPDATE CYCLES FOR NEW AND CORRECTED MATERIAL.) APPENDIXES MAKE UP THE MAJORITY OF THE DOCUMENT AND COVER THE FOLLOWING ITEMS (1) ADMINISTRATION AND ORGANIZATION INFORMATION (ADMINISTRATIVE STAFF, ORGANIZATION STRUCTURE, COCIS BOARD MEMBERS, AND BOARD MEETING MINUTES); (2) INFORMATION DEVELOPMENT (LIBRARY LIST, LIBRARY CATEGORIES, OCCUPATION LIST, PROGRAM LIST, SAMPLES OF PROG, DESC, AND PREP FILES, AND SAMPLES OF EMPLOYERS, BIBLIOGRAPHY, WOMENS CAREER RESOURCES, AND JOB SEARCH FILES, TEST SITE INSTRUMENTS, TEST SITE RESULTS REPORT, COCIS-COVIEW MERGER, AND PROCESS EVALUATION; AND (3) MARKETING AND FIELD SERVICES (DEMONSTRATIONS, PRODUCT OFFERING, PRELIMINARY INCOME PROJECTIONS, PROPOSED TARGET POPULATIONS, PRIORITY GROUPINGS OF COCIS POPULATIONS, THE FIVE COCIS REGIONS, SECOND YEAR MARKETING TIMETABLE, COST GUIDELINES, PROPOSED USER HANDBOOK, TENTIME USER CONTRACT, COCIS/USER CONTRACT, AND COCIS/COMPUTER SERVICE CONTRACT). (TA)
ERIC: ED133611 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

683 COME ON NOW, MANPOWER TRAINING-GET WITH CAREER EDUCATION 1975
MANGUM, G.
ADHERENT, VOL.2, NO.3, DEC 1975, P. 8-18.
CAREER DEVELOPMENT, COST EFFECTIVENESS, ECONOMICS, EDUCATION, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, PUBLIC ADMINISTRATION, TRAINING AND DEVELOPMENT
EXAMINES THE NEED FOR THE LONG-TERM APPROACH OF CAREER EDUCATION IN WHICH SATISFYING WORK OPPORTUNITIES AND LABOR MARKET NEEDS TAKE PRIORITY OVER THE PRESENT MANPOWER TRAINING APPROACH IN WHICH GETTING A WORKER INTO ANY LOW LEVEL JOB QUICKLY IS CONSIDERED THE GOAL.
MGMT: AM075L0038

684 THE COMING EXPLOSION IN CAPITAL SPENDING 1976
FORBES, VOL.118, NO.6, SEPT 15, 1976, P. 33-40.
CAPITAL INVESTMENTS, CONSUMER SPENDING, DIVIDENDS, ECONOMIC RECOVERY, ECONOMICS, EMPLOYMENT, EXPANSION, FINANCE, GOVERNMENT SPENDING, INFLATION, INVESTMENT, PRICE INDEX, PRODUCTION, PROFIT, SHORTAGES
THE ECONOMY COULD SURGE AHEAD IF CONFIDENCE IS EVIDENT. TOO FAST A SPURT COULD BRING INFLATION AND SCARCITY.
MGMT: F8R76I1533

685 THE COMING GLUT IN EXECUTIVES 1977
MURRAY, T.J.
DUNS REVIEW, VOL.109, NO.5, MAY 1977, P. 64,65,69.
AGE, CAREER DEVELOPMENT, EXECUTIVE, EXECUTIVE COMPENSATION, HIRING, HUMAN RESOURCE DEVELOPMENT, JOB HUNTING, MBA, MINORITIES, RECRUITMENT, SUPPLY AND DEMAND, WOMEN
WITHIN THE NEXT TEN YEARS A LARGE SURPLUS OF YONG MANAGEMENT TALENT WILL EMERGE FUELED BY THE POST-WAR BABY BOOM AND THE ASSEMBLY LINE MANUFACTURE OF MBAS. THE CONSEQUENCES WILL ALTER PATTERNS OF RECRUITMENT, COMPENSATION, AND EXECUTIVE CAREER DEVELOPMENT.
MGMT: DUN77E0064

686 COMMENT UNEMPLOYMENT THEORIES AND DISADVANTAGED WORKERS MAR-APR 75
MICKENS, AL
SOCIETY;12;3;22-25
PUBLIC POLICY, LABOR ECONOMICS, UNEMPLOYMENT, EMPLOYMENT LEVEL, MINORITY GROUPS, LABOR MARKET, SOCIAL DISCRIMINATION, SEX DISCRIMINATION, LABOR FORCE, LABOR SUPPLY
IT IS ARGUED THAT POLICIES TOLERATING HIGHER LEVELS OF JOBLESSNESS FOR WORKERS GENERALLY, AND FOR DISADVANTAGED WORKERS IN PARTICULAR, ARE BASED ON TENUOUS JOB SEARCH RATIONALES AND INFLATION EXPECTATIONIST FEARS. THE OLD WEAPONS OF FISCAL AND MONETARY STIMULATION TO STABILIZE INCOME AND UNEMPLOYMENT ARE REQUIRED, TOGETHER WITH NEW STRATEGIES TO DEAL WITH THE EXTRA UNEMPLOYMENT CAUSED BY DISCRIMINATION. (EH)
ERIC: EJ113491

687 COMMENTS ON THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 1974
KRAUSKOPF, J.A.
ADHERENT, VOL.1, NO.1, OCTOBER 1974, P. 25-30.
ADMINISTRATION, EMPLOYMENT POLICY, GOVERNMENT AGENCY, GOVERNMENT INTERVENTION, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MINORITIES, PLANNING, TRAINING AND DEVELOPMENT
A DISCUSSION OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT AND ITS IMPACT ON ONGOING

(CONT.)
687 MANPOWER TRAINING PROGRAMS.
MGMT: ADM76J0025

688 COMMONWEALTH JOB DEVELOPMENT CENTER, INC 1974
COMMONWEALTH JOB DEVELOPMENT CENTER, INC., HATO REY, PUERTO RICO.*ECONOMIC DEVELOPMENT ADMINISTRATION, D.C. OFFICE OF TECHNICAL ASSISTANCE.
NOTES: REPT. FOR 31 JAN-31 OCT 74. 30P
DISADVANTAGED GROUPS, SPECIALIZED TRAINING, PUERTO RICO, REMEDIAL INSTRUCTION, NTISCOMEDA
THE COMMONWEALTH JOB DEVELOPMENT CENTER, INC. IS A PRIVATE NON-PROFIT ENTITY DEDICATED TO SUPPLEMENTING THE EDUCATIONAL AND TRAINING BACKGROUND OF THE POOR IN ORDER TO QUALIFY THEM FOR EMPLOYMENT. THE CENTER WAS INCORPORATED IN 1969 BY A GROUP OF DISTINGUISHED CITIZENS WHO OCCUPY POSITIONS OF LEADERSHIP IN EDUCATION, INDUSTRY, COMMERCE AND GOVERNMENT. THESE SERVICES TO THE DISADVANTAGED ARE GIVEN WITHOUT ANY COST TO THE PARTICIPANTS.
NTIS: PB-274 622/0ST NTIS PRICES PC A03/MF A01

689 COMMUNICATIONS-ELECTRONICS UTILIZATION FIELD, AFSCS 301X, 302X, 303X, 304X, 305X, 306X, 307X, 309X. OCCUPATIONAL SURVEY REPORT. 31 JUL 75
AIR FORCE OCCUPATIONAL MEASUREMENT CENTER, LACKLAND AFB, TEX.
NOTES: 178P.
CAREER LADDERS, JOB ANALYSIS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MILITARY PERSONNEL, MILITARY TRAINING, OCCUPATIONAL SURVEYS, OFFICER PERSONNEL, QUESTIONNAIRES, TASK ANALYSIS, TASK PERFORMANCE, TELECOMMUNICATION, AIR FORCE
THE REPORT DESCRIBES THE FIRST OPERATIONAL OCCUPATIONAL SURVEY OF AN OFFICER UTILIZATION FIELD COMPARING TASK PERFORMANCE ACROSS CAREER LADDERS FOR 2,339 COMMUNICATIONS-ELECTRONICS OFFICERS IN THE AFM 36-1 SPECIALTY DESCRIPTION. THE SURVEY WAS CONDUCTED DURING SEPTEMBER-DECEMBER 1974. IN SEPTEMBER 1973, THE AIR FORCE HUMAN RESOURCES LABORATORY, AS A RESULT OF EXTENSIVE RESEARCH, RELEASED METHODS FOR OCCUPATIONAL ANALYSIS OF OFFICER UTILIZATION FIELDS FOR OPERATIONAL IMPLEMENTATION. THE REPORT DESCRIBES THE SURVEY METHOD, ANALYSIS OF SURVEY RESULTS, EXAMPLES OF THE APPLICATION OF OFFICER SURVEYS TO CAREER FIELD STRUCTURE AND TRAINING, AND PRESENTS CONCLUSIONS AND RECOMMENDATIONS ABOUT SURVEYS OF OFFICER UTILIZATION FIELDS. APPENDIXES (70 PAGES) PRESENT (1) INVENTORY DEVELOPMENT AND ADMINISTRATION; (2) TASK PERFORMANCE, SPECIALTY SUMMARY VERSUS SURVEY DATA; (3) EVALUATION OF DIFFERENCES OF TASKS PERFORMED; (4) EVALUATION OF DIFFERENCES ACROSS UTILIZATION LADDERS (FIRST FOUR YEARS OF SERVICE); (5) CHANGE IN TASKS PERFORMED AS A FUNCTION OF TIME IN SERVICE; (6) CAREER LADDER STRUCTURE; (7) SUMMARY OF BACKGROUND INFORMATION; (8) DISCUSSION OF TASK DIFFICULTY INDEX; AND (9) COMPARISON OF TRAINING TO TASK PERFORMANCE. AN ATTACHMENT PROVIDES DETAILED DESCRIPTIONS OF EACH JOB PRODUCED BY HIERARCHICAL GROUPING ANALYSIS. (9P)
ERIC: ED121957 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. AD-A019-980; MC, $7.00; MF, $2.25)

690 THE COMMUNITY ACTION AGENCYS ROLE IN COMPREHENSIVE MANPOWER PROGRAMS--PLANNING AND PROBLEMS, TRAINING SERIES. FEB 68
KANE, ROSLYN
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH OFFICE OF JUVENILE DELINQUENCY AND YOUTH DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 28P.
COMMUNITY PROBLEMS, EMPLOYMENT PROGRAMS, PROGRAM PLANNING, COMMUNITY SERVICE PROGRAMS, FEDERAL LEGISLATION, FEDERAL AID, SPEECHES, PREVOCATIONAL EDUCATION, SKILL DEVELOPMENT, JOB DEVELOPMENT, JOB PLACEMENT, FOLLOWUP STUDIES, LABOR MARKET, MANPOWER DEVELOPMENT, COMMUNITY ACTION
A COMMUNITY ACTION AGENCY PROGRAM TO BE PHILOSOPHICALLY AND STRUCTURALLY OPERATIVE AND FUNDABLE, MUST HAVE SEVERAL STRUCTURAL COMPONENTS RECRUITMENT, INTAKE, ASSESSMENT OF THE EMPLOYABILITY NEEDS OF THE ENROLLEE, BASIC EDUCATION, PRE-VOCATIONAL TRAINING, SKILLED TRAINING, SUPPORTIVE SERVICES, JOB PLACEMENT, JOB DEVELOPMENT, AND FOLLOWUP. ALL OF THESE COMPONENTS MUST WORK TOWARD ESTABLISHING EMPLOYABILITY AS A CONSISTENT GOAL FOR THE INDIVIDUAL COORDINATING THESE SERVICES TO ASSIST HIM IN ATTAINING THAT GOAL. IN PLANNING AN EMPLOYMENT PROGRAM IN THE COMMUNITY, THE CHARACTERISTICS OF THE POPULATION TO BE SERVED MUST BE DETERMINED AS WELL AS THE CHARACTERISTICS OF THE LABOR MARKET AND THE INSTITUTIONS AND AGENCIES CURRENTLY OFFERING SERVICES. (CH)
AIM/ARM: VT005571 CENTER FOR THE STUDY OF UNEMPLOYED YOUTH, GRADUATE SCHOOL OF SOCIAL WORK, NEW YORK UNIVERSITY, 853 BROADWAY, NEW YORK, NEW YORK 10003 ($3.45).

691 COMMUNITY AFFLUENCE AND WORK ATTITUDES OF MINORITY AND WHITE WORKERS 1975
MILUTINOVICH, J.S.
PROCEEDINGS OF AMERICAN INSTITUTE FOR DECISION SCIENCES, NOV 1975, P. 297-299.
CORRELATION ANALYSIS, CULTURE, INCOME, JOB PERFORMANCE, JOB SATISFACTION, MINORITIES, POVERTY, PROMOTION, STATISTICS, SUPERIOR SUBORDINATE RELATIONSHIP, SUPERVISION, VARIATIONAL ANALYSIS
WHITE WORKERS FROM POOR NEIGHBORHOODS ARE FOUND TO BE THE MOST DISSATISFIED GROUP. A RELATIVELY LESS AFFLUENT COMMUNITY SEEMS TO BE A CASUAL VARIABLE IN LOWER JOB SATISFACTION OF WORKERS. SIGNIFICANT DIFFERENCES EXIST IN JOB SATISFACTION FOR ALL WORKERS PERCEIVING TO LIVE IN COMMUNITIES WITH DIFFERENT LEVELS OF PROSPERITY. THE DATA WAS COLLECTED FROM 276 BLACK AND 761 WHITE WORKERS.
MGMT: AID75#P297

692 COMMUNITY AND SCHOOL CLIMATE QUESTIONNAIRE. MAR 71
MILTON, THOMAS L.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-1-6-061530-0650
NOTES: 13P.
CLASSROOM ENVIRONMENT, COMMUNITY CHARACTERISTICS, COMMUNITY INVOLVEMENT, DROPOUTS, ENVIRONMENTAL INFLUENCES, QUESTIONNAIRES, SCHOOL COMMUNITY COOPERATION, SCHOOL ENVIRONMENT, SCHOOL ORGANIZATION, STUDENT OPINION, TEACHER ATTITUDES, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT
THIS QUESTIONNAIRE IS PART OF AN INTELLECTURAL GROWTH AND VOCATIONAL DEVELOPMENT STUDY. THE THREE PART QUESTIONNAIRE IS DESIGNED TO ELICIT RESPONSES FROM ADMINISTRATORS, COUNSELORS, TEACHERS AND STUDENTS. PART ONE QUERIES ADMINISTRATORS AND COUNSELORS REGARDING COMMUNITY, SCHOOL AND COUNSELING STATISTICS. PART TWO EXAMINES TEACHER ATTITUDES TOWARD VOCATIONAL AND TECHNICAL EDUCATION, WHILE THE LAST SECTION ELICITS STUDENT RESPONSE TO CURRENT VOCATIONAL PROGRAMS, TO THE COUNSELING PROGRAMS IN THEIR SCHOOL AND TO THEIR FUTURE PLANS. SEE ALSO TM 000 861-862, 864, AND TM 000 915-916. (GK)
ERIC: ED056069 NOT AVAILABLE SEPARATELY: SEE TM 000 861

693 COMMUNITY BASED REHABILITATION SERVICES FOR YOUTHFUL OFFENDERS IN RURAL AREAS. SPECIAL REPORT. NOV 73
DUNN, DENNIS J.;KORN, THOMAS A.
SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 108P.
COMMUNITY PROGRAMS, DELINQUENT REHABILITATION, DELINQUENTS, DEMONSTRATION PROJECTS, OCCUPATIONAL GUIDANCE, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, RURAL YOUTH, SKILL DEVELOPMENT, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, YOUNG ADULTS
A MODEL PROGRAM FOR PROVIDING VOCATIONAL REHABILITATION SERVICES TO RURAL YOUTHFUL OFFENDERS WAS DEVELOPED AND A DEMONSTRATION PROJECT USING THE MODEL PROGRAM CONDUCTED. TWELVE YOUTHFUL OFFENDERS REFERRED BY THE LOCAL CORRECTIONAL PERSONNEL WERE SERVED. THE RESULTS OF THE DEMONSTRATION PROJECT INDICATED THAT THE OVERALL PROGRAM WAS MOST EFFECTIVE WITH YOUTHFUL OFFENDERS WHO WERE IN SCHOOL AT THE TIME OF REFERRAL. THE VOCATIONAL EXPLORATION AND EVALUATION PROGRAM COMPONENT WAS SHOWN TO ATTAIN SPECIFIED GOALS FOR IDENTIFICATION OF IMMEDIATE AND FUTURE VOCATIONAL GOALS AND SERVICE NEEDS, BUT TO BE LESS EFFECTIVE IN ATTAINING SPECIFIED GOALS FOR CLIENT AWARENESS. OBTAINING NECESSARY SERVICES FOR YOUTHFUL OFFENDERS USING COMMUNITY AGENCIES PROVED TO BE A PROBLEM FOR A VARIETY OF REASONS. IN PARTICULAR THE VOCATIONAL COUNSELING AND VOCATIONAL SKILL TRAINING SERVICE NEEDS REMAINED UNMET. BASED UPON THE EXPERIENCE FROM THE DEMONSTRATION PROGRAM A REVISED PROGRAM FOR SERVICE WAS DEVELOPED. (AUTHOR)
ERIC: ED120613 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22161 (HC $5.25, MF $2.25, ORDER NO. PB 242 880)

694 COMMUNITY BUILDING SERVICES TRAINING PROGRAM A MODEL TRAINING PROGRAM TO PROVIDE TECHNICAL TRAINING FOR MINORITY ADULTS IN CONSTRUCTION, BUILDING MAINTENANCE, AND PROPERTY MANAGEMENT. FINAL REPORT. NOV 72
COMMUNITY BUILDING MAINTENANCE CORP., CHICAGO, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 31P.
BUILDING OPERATION, BUILDING TRADES, COMMUNITY ORGANIZATIONS, CONSTRUCTION INDUSTRY, CUSTODIAN TRAINING, DEMONSTRATION PROGRAMS, DEPRESSED AREAS (GEOGRAPHIC), EMPLOYMENT OPPORTUNITIES, INNER CITY, JOB TRAINING, MAINTENANCE, MINORITY GROUPS, NEIGHBORHOOD IMPROVEMENT, OFF THE JOB TRAINING, ON THE JOB TRAINING, ILLINOIS (CHICAGO)
A DEMONSTRATION PROGRAM, ADMINISTERED BY A COMMUNITY BASED BUILDING MAINTENANCE, MANAGEMENT, AND CONSTRUCTION CORPORATION, WAS DEVELOPED TO PROVIDE TECHNICAL TRAINING FOR MINORITY ADULTS IN CONSTRUCTION, BUILDING MAINTENANCE, AND PROPERTY MANAGEMENT IN THE CHICAGO AREA. THE PROGRAM WAS CONCERNED WITH SEEKING SOLUTIONS TO THE LACK OF HOUSING, JOB TRAINING, AND JOB OPPORTUNITIES IN LARGE METROPOLITAN DEPRESSED AREAS AND WITH DEMONSTRATING HOW OCCUPATIONAL OPPORTUNITIES FOR INNER-CITY RESIDENTS COULD BE IMPROVED WHILE THEIR NEIGHBORHOODS WOULD SIMULTANEOUSLY BE REBUILT. THE REPORT DESCRIBES THE RECRUITMENT OF TRAINEES, PRE-SKILL TRAINING, PRE-APPRENTICE SKILL FAMILIARITY PRACTICE, ON-SITE TRAINING, AND TRAINEE EVALUATION PROCEDURES FOR THE PROGRAM WHICH WAS DESIGNED TO ACCOMMODATE 26-43 PARTICIPANTS AT ANY GIVEN TIME. SIX GOALS AND SPECIFIC OBJECTIVES FOR ATTAINING THEM ARE STATED. A CONCLUDING SECTION DISCUSSES ACCOMPLISHMENTS OF THE RELATIVELY SUCCESSFUL PROGRAM IN COMPARISON TO ITS GOALS, PROGRAM IMPROVEMENTS BASED ON EXPERIENCE, AND NEED FOR CONTINUATION. (NTIS)
ERIC: ED115997 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-236-988: MF $2.25, HC $3.75)

695 COMMUNITY COUNCILS AND THE TRANSITIONS BETWEEN EDUCATION AND WORK. OCT 76
BARTON, PAUL E.
NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 49P.; BEST COPY AVAILABLE
ADULT EDUCATION, ADULTS, BUSINESS, CAREER CHANGE, CAREER EDUCATION, COMMUNITY COOPERATION, COMMUNITY ORGANIZATIONS, COMMUNITY ROLE, EMPLOYERS, FEDERAL AID, GOVERNMENT ROLE, INDUSTRY, INTERINSTITUTIONAL COOPERATION, JOB PLACEMENT, LABOR UNIONS, ORGANIZATION, PILOT PROJECTS, RESEARCH NEEDS, STATE OF THE ART REVIEWS, VOCATIONAL DEVELOPMENT, YOUTH, YOUTH EMPLOYMENT, COMMUNITY EDUCATION COUNCILS, NATIONAL MANPOWER INSTITUTE, UNITED STATES
A CHANGE IS NEEDED IN THE PRESENT ARRANGEMENTS FOR THE TRANSITION OF YOUTH (AGES 14 TO

(CONT.)
695 20) FROM EDUCATION TO WORK TO IMPROVE THEIR ACCESS TO ROLES WHICH AID IN OCCUPATIONAL MATURITY. THERE ARE A NUMBER OF COMPONENTS TO AN IMPROVEMENT EFFORT AND, WITHIN THE COMPONENTS, THERE ARE ALTERNATIVE APPROACHES SUCH AS STARTING WITH A PROCESS RATHER THAN A PROGRAM. A COMMUNITY COLLABORATIVE PROCESS (COMMUNITY EDUCATION-WORK COUNCILS) AMONG THE INSTITUTIONS AND INDIVIDUALS THAT HAVE THE RESPONSIBILITY, RESOURCES, AND INFLUENCE TO DEAL EFFECTIVELY WITH THE SCHOOL TO WORK TRANSITION PROCESS SHOULD BE ESTABLISHED. THERE NEEDS TO BE SOME SYSTEMATIC RESEARCH OF THE COUNCIL CONCEPT AS A BROAD COLLABORATIVE PROCESS AT THE COMMUNITY LEVEL AND ITS EFFECT ON THE SCHOOL TO WORK TRANSITION OF YOUTHS. A PROJECT HYPOTHESIZING THAT COLLABORATION AMONG SPECIFIED INSTITUTIONS WILL LEAD TO A SET OF ACTIONS THAT WILL PROVIDE ENLARGED OPPORTUNITIES FOR THE OCCUPATIONAL MATURITY OF YOUTH CAN BE DESIGNED BY USING THE NATIONAL MANPOWER INSTITUTES (NMI) PILOT EFFORT TO INCREASE COLLABORATION AT THE COMMUNITY LEVEL AS AN ILLUSTRATION. THIS RESEARCH PROJECT WILL INVOLVE THE TESTING OF FIVE SUBHYPOTHESES EVOLVING FROM NMIS EFFORT THAT REPRESENT THE EXPECTED OUTCOMES OF THE COLLABORATIVE PROCESS. (IN ADDITION TO DISCUSSING THE STATE OF THE ART OF COMMUNITY EDUCATION-WORK COUNCILS IN DEALING WITH THE YOUTH TRANSITION FROM EDUCATION TO WORK, THIS PAPER ALSO ADDRESSES BRIEFLY THE USE OF SUCH COUNCILS IN THE TRANSITION OF ADULTS FROM WORK TO EDUCATION.) (EM)
ERIC: ED142726

696 COMMUNITY DEVELOPMENT CORPORATIONS A STRATEGY FOR DEPRESSED URBAN AND RURAL AREAS. A FORD FOUNDATION POLICY PAPER. MAY 73
FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 24P.
ADMINISTRATIVE POLICY, COMMUNITY CONTROL, COMMUNITY DEVELOPMENT, DEPRESSED AREAS (GEOGRAPHIC), EMPLOYMENT PROGRAMS, FINANCIAL POLICY, FINANCIAL SUPPORT, FOUNDATION PROGRAMS, HOUSING, INCOME, INSTITUTIONAL RESEARCH, MINORITY GROUPS, POLICY FORMATION, PRIVATE FINANCIAL SUPPORT, FORD FOUNDATION
URBAN AND RURAL DEVELOPMENT REQUIRES AN INNOVATIVE PROBLEM-SOLVING MECHANISM THAT WOULD BETTER USE THE LEVERAGE INHERENT IN AVAILABLE RESOURCES. THERE IS A MODEL OF SUCH AN INSTITUTION NOW EVOLVING IN DEPRESSED AREAS WHICH WARRANTS A SUBSTANTIAL INVESTMENT OF FORD FOUNDATION FUNDS THE COMMUNITY DEVELOPMENT CORPORATION (CDC)--AN ORGANIZATION WHOSE RAISON DETRE IS THE EFFICIENT ALLOCATION OF RESOURCES TO IMPROVE THE CONDITIONS OF LIFE IN MINORITY COMMUNITIES. THE CDC IS A LOCALLY CONTROLLED, TAX-EXEMPT CORPORATION THAT OPERATES PROGRAMS AIMED AT BOTH IMMEDIATE RELIEF OF SEVERE SOCIAL AND ECONOMIC DISADVANTAGED AND AT EVENTUAL REGENERATION OF ITS COMMUNITY. ITS PROGRAMS ARE USUALLY FUNDED BY GRANTS OR INVESTMENTS FROM GOVERNMENT AND THE PRIVATE SECTOR; AND THEY SEEK PRIMARILY TO INCREASE JOBS AND INCOME, TO IMPROVE HOUSING AND TO SECURE BETTER SERVICES FROM LOCAL GOVERNMENT, BUSINESS, AND UTILITIES, AND TO FOSTER A SENSE OF HOPE IN COMMUNITIES THAT HAVE BEEN STAGNANT OR DETERIORATING. ALTHOUGH GOVERNED BY BOARDS REPRESENTING COALITIONS OF LOCAL INTERESTS, THE MOST EFFECTIVE CDCS ARE RUN BY STRONGLY INDIVIDUALISTIC EXECUTIVES. THE NATIONAL AFFAIRS DIVISION OF THE FOUNDATION HAS EMBARKED ON A SERIES OF EXPERIMENTS TO DEVELOP AND TEST THIS NEW KIND OF INSTITUTION THROUGH SUPPORT OF A GROUP OF CDCS, WHICH VARY BY RACE, REGION, ORGANIZATIONAL STRUCTURE, AND PROGRAM EMPHASIS. THE PRIMARY GOAL OF THESE EXPERIMENTS IS TO STRENGTHEN A PROMISING DEVELOPMENT INSTITUTION. A DIRECTLY RELATED PURPOSE IS TO CONDUCT OPERATIONAL RESEARCH ON THE DEVELOPMENT PROCESS; I.E., ESPECIALLY MINORITY COMMUNITY DEVELOPMENT; STILL ANOTHER OBJECTIVE IS TO TRAIN LEADERS AND MANAGERS. (AUTHOR/JM)
ERIC: ED090328 FORD FOUNDATION, OFFICE OF REPORTS, 320 EAST 43RD STREET, NEW YORK, N.Y. 10017 (PRICE NOT QUOTED)

697 COMMUNITY EDUCATION WORK COUNCILS. OCCASIONAL PAPER NO. 17. 76
WIRTZ, WILLARD
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION.
NOTES: 13P.; SPEECH PRESENTED AS ONE OF A SERIES OF STAFF DEVELOPMENT LECTURES AT THE CENTER FOR VOCATIONAL EDUCATION, OHIO STATE UNIVERSITY, COLUMBUS, OHIO
CITIZENS COUNCILS, COMMUNITY PROGRAMS, CULTURAL PLURALISM, EDUCATIONAL POLICY, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, SOCIAL FACTORS, UNEMPLOYMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT
THE PRESIDENT OF THE NATIONAL MANPOWER INSTITUTE DISCUSSES THE POSSIBILITY OF ESTABLISHING A NEW SET OF INSTITUTIONS--FOR THE DEVELOPMENT AND IMPLEMENTATION OF EDUCATION-WORK AND VOCATIONAL EDUCATION POLICY--NOT IN THE WORLD OF EDUCATION BUT IN BROADER COMMUNITY. HE SUGGESTS THAT THERE BE COMMUNITY EDUCATION WORK COUNCILS, DESIGNED TO SERVE AS GO BETWEENS FOR MATCHING STUDENT NEED WITH THOSE OF EMPLOYERS. THE COUNCIL WOULD BE COMPOSED OF REPRESENTATIVES OF THE SCHOOLS, EMPLOYERS, LABOR UNIONS, SERVICE ORGANIZATIONS, THE MEDIA, AND THE PUBLIC AT LARGE (INCLUDING ITS YOUNGER CONTINGENT). ALTHOUGH THE AUTHOR VIEWS SUCH A CHANGE AS HAVING DIFFICULTIES, HE SUGGESTS THAT SOMETHING OF THIS NATURE IS COMMENDED BY THREE INCREASING IMPERATIVES (1) TO MEET WHAT WILL BE A CONSTANTLY WORSENING YOUTH UNEMPLOYMENT PROBLEM UNLESS WE CAN DEVELOP AN ECONOMICS AS IF PEOPLE MATTERED; (2) TO CHANNEL CONSTRUCTIVELY THE EMERGENT FORCE OF INCREASED CITIZEN INVOLVEMENT IN COMMUNITY AFFAIRS; AND (3) TO EXPLOIT THE POSSIBILITIES THAT LIE IN MAKING THE HUMAN EXPERIENCE A CONTINUING OPPORTUNITY FOR BOTH LEARNING AND WORKING. ACCORDING TO THE AUTHOR, A LARGER PLURALISM IN THE STRUCTURE OF EDUCATION-WORK OR VOCATIONAL EDUCATION POLICY SEEMS TO BE THE KEY TO DEVELOPING AND USING THE LIMITLESS HUMAN RESOURCE WHICH ALONE AFFORDS THE PROSPECT OF ECONOMIC AND SOCIETAL GROWTH UPON WHICH THE FUTURE DEPENDS. AUDIENCE QUESTIONS AND THE AUTHORS ANSWERS TO THEM FOLLOW THE LECTURE SCRIPT. (ML)
ERIC: ED131266

698 COMMUNITY INTERACTION WITH THE JOB CORPS 69 OCT
MACHT, LEE B.
MENT HYG;53;4;521-524
CHANGE AGENTS, COMMUNITY ACTION, COMMUNITY AGENCIES (PUBLIC), COMMUNITY INVOLVEMENT, ECONOMICALLY DISADVANTAGED, INTERACTION, JOB TRAINING, POVERTY PROGRAMS, VOCATIONAL EDUCATION, YOUTH AGENCIES, JOB CORPS
ERIC: EJ009261

699 COMMUNITY ORGANIZATION AND THE MOBILIZATION OF RESOURCES FOR MANPOWER DEVELOPMENT PROGRAMS. 1 NOV 69
FERMAN, LOUIS A.
MICHIGAN UNIV., ANN ARBOR. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 19P.
COMMUNITY ACTION, EVALUATION, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, POWER STRUCTURE, SOCIAL STRUCTURE, TABLES (DATA)
THIS STUDY TRIED TO ISOLATE SOME OF THE CHARACTERISTICS THAT ACCOUNT FOR THE VARIATION IN COMMUNITY RECEPTIVITY TO FEDERAL AID PROGRAMS. THE COMMUNITIES SELECTED FOR THE STUDY HAD A POPULATION OF 25,000 OR MORE AND HAD BEEN IN EXISTENCE PRIOR TO 1950. COMMUNITY PARTICIPATION IN THE PROGRAMS WAS MEASURED BY THE ABSENCE OR PRESENCE OF COMMUNITIES IN THE PROGRAM, THE PER CAPITA DOLLAR VALUE OF THE PROGRAMS, AND NUMBER OF COURSES AND CURRICULUMS BEING USED IN THE COMMUNITY. THE ANALYTICAL SCHEME OF THE STUDY COULD NOT BE APPLIED TO COMMUNITY RECEPTIVITY TO JOB CORPS AND COMMUNITY ACTION PROGRAMS, BUT IT WAS APPLIED TO POVERTY PROGRAMS, URBAN RENEWAL, AND LOW COST HOUSING. DATA SHOWED THAT COMMUNITIES WITH DIFFUSED POWER STRUCTURES WERE FAR MORE LIKELY TO PARTICIPATE IN FEDERAL AID PROGRAMS THAN COMMUNITIES WITH CONCENTRATED POWER STRUCTURES. (BC)
ERIC: ED054302 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-198780, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

700 COMMUNITY ORGANIZATION FOR ALLIED HEALTH MANPOWER, MANPOWER FOR THE HUMAN SERVICES. JUN 71
KASSEL, MYRNA BORDELON
ILLINOIS STATE DEPT. OF LABOR, CHICAGO, ILL. HUMAN SERVICES MANPOWER CAREER CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 132P.
COMMUNITY ACTION, COMMUNITY ORGANIZATIONS, EDUCATIONAL PROGRAMS, GUIDELINES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MODELS, PARAMEDICAL OCCUPATIONS, PROGRAM DEVELOPMENT, HUMAN SERVICES MANPOWER CAREER CENTER
THIS MONOGRAPH IS THE FOURTH IN A SERIES SUMMARIZING THE WORK PROGRESS OF THE HUMAN SERVICES MANPOWER CAREER CENTER, A SPECIAL RESEARCH AND DEVELOPMENT PROJECT FUNDED BY THE U. S. DEPARTMENT OF LABOR. THIS REPORT PRESENTS A DEVELOPMENTAL MODEL AND GUIDELINES FOR ORGANIZING A WORKING COALITION OF CONCERNED COMMUNITY GROUPS, FOR IDENTIFYING MAJOR TASKS, AND PROCEEDING TO PROBLEM-SOLVING JOINT ACTIONS. SUGGESTIONS FOR THE COMPOSITION, OBJECTIVES, AND ORGANIZATIONAL STRUCTURE OF A FORCES CAN BEGIN TO ATTACK THE MAJOR PROBLEMS INVOLVED IN ALLIED HEALTH MANPOWER PLANNING AND DEVELOPMENT. A SET OF PROPOSED ILLINOIS GUIDELINES FOR PHYSICIANS ASSISTANT PROGRAMS AND A DESCRIPTION OF 25 BARRIERS THAT RESTRICT EFFECTIVE RECRUITMENT, TRAINING, AND UTILIZATION OF ALLIED HEALTH MANPOWER ARE APPENDED. OTHER MONOGRAPHS ARE AVAILABLE AS VT 016 356-016 359 IN THIS ISSUE. (SB)
ERIC: ED066568 OFFICE OF RESEARCH AND DEVELOPMENT, U. S. MANPOWER ADMINISTRATION, WASHINGTON, D. C. 20210

701 COMMUNITY ORGANIZATION FOR EMPLOYMENT DEVELOPMENT . DEC 64
BUREAU OF EMPLOYMENT SECURITY (DOL), WASHINGTON, D.C.
NOTES: 22P.
ECONOMIC DEVELOPMENT, COMMUNITY ORGANIZATIONS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, MANPOWER UTILIZATION, EMPLOYMENT OPPORTUNITIES, COMMUNITY COOPERATION, COMMUNITY DEVELOPMENT, COMMUNITY PLANNING, COMMUNITY PROGRAMS, UNITED STATES EMPLOYMENT SERVICE, USE
THIS PUBLICATION IS DESIGNED TO HELP LOCAL EMPLOYMENT SERVICE PERSONNEL AND COMMUNITY LEADERS STIMULATE THE FORMATION OF COMMUNITY EMPLOYMENT GROUPS WHICH PLAN PROGRAMS FOR INCREASING EMPLOYMENT OPPORTUNITIES IN LOCAL AREAS. A DEFINITION OF COMMUNITY EMPLOYMENT DEVELOPMENT AND PROCEDURES FOR DETERMINING LONG- AND SHORT-RANGE PROGRAM GOALS ARE OUTLINED. A CHECKLIST OF LOCAL FACTORS, AND NEEDED INFORMATION RELEVANT TO THEM, FOR AREA PLANNERS TO CONSIDER IN FORMULATING COMMUNITY DEVELOPMENT PROGRAMS ARE IDENTIFIED. THE FACTORS ARE POPULATION, MANPOWER RESOURCES, OCCUPATIONAL TRAINING RESOURCES, NATURAL RESOURCES, LOCATION, MARKET, LOCAL INDUSTRY, INDUSTRIAL SITES, LOCAL GOVERNMENT, COMMUNITY FACILITIES, EDUCATIONAL INSTITUTIONS, HEALTH FACILITIES, HOUSING, TRANSPORTATION, UTILITIES AND POWER, WEATHER, AND COMMUNICATIONS MEDIA. GUIDELINES FOR ESTABLISHING OR APPOINTING THE APPROPRIATE ORGANIZATION TO ACHIEVE COMMUNITY DEVELOPMENT GOALS ARE PRESENTED. THE BROAD RANGE OF MANPOWER SERVICES AVAILABLE TO COMMUNITY DEVELOPERS THROUGH THE PUBLIC EMPLOYMENT SERVICE OFFICES, SUCH AS A VARIETY OF INFORMATIONAL SERVICES AND COMPREHENSIVE EMPLOYER AND JOB APPLICANT SERVICES, ARE SPECIFIED. FOR A LATER REPORT (1966) WHICH DISCUSSES THE CONTRIBUTION MADE TO COMMUNITY DEVELOPMENT BY PUBLIC EMPLOYMENT SERVICE OFFICES SEE VT 006 161 (ARM SUMMER 1969). (ET)
AIM/ARM: VT004921

702 COMMUNITY PLANNING FOR HUMAN RESOURCE DEVELOPMENT THE SAN FRANCISCO JOB TRAINING

INTERCHANGE. FINAL REPORT. 75
MAYORS OFFICE OF MANPOWER, SAN FRANCISCO, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 67P.; APPENDIX A MAY NOT REPRODUCE WELL IN MICROFICHE DUE TO SMALLNESS OF TYPE
COMMUNITY LEADERS, COMMUNITY PLANNING, COOPERATIVE PLANNING, DISCUSSION GROUPS, EDUCATIONAL PLANNING, EDUCATIONAL PROGRAMS, GROUP DISCUSSION, GROUP STRUCTURE, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, PLANNING COMMISSIONS, PLANNING MEETINGS, PROGRAM COORDINATION, PROGRAM DESIGN, PROGRAM DEVELOPMENT, PROGRAM PLANNING, REHABILITATION PROGRAMS, SCHOOL COMMUNITY RELATIONSHIP, VOCATIONAL EDUCATION, SAN FRANCISCO JOB TRAINING INTERCHANGE
THE REPORT DESCRIBES A 1974-75 PROJECT TO COORDINATE PLANNING EFFORTS FOR PUBLIC TRAINING PROGRAMS IN VOCATIONAL EDUCATION, REHABILITATION, AND MANPOWER TRAINING AND DEVELOPMENT IN SAN FRANCISCO. PROJECT PARTICIPANTS INCLUDED REPRESENTATIVES FROM THE LOCAL PUBLIC SCHOOL DISTRICT, THE COMMUNITY COLLEGE DISTRICT, THE OFFICE OF THE STATE DEPARTMENT OF REHABILITATION, THE MAYORS OFFICE OF MANPOWER, AND SEVERAL CITIZENS. THESE PARTICIPANTS WORKED TO BUILD A NEW AND WHOLLY LOCAL MODEL FOR COORDINATED PLANNING WITHOUT SIGNIFICANT LINKS TO OTHER GOVERNMENTAL RELATIONSHIPS. THE REPORT DISCUSSES THE IMPLICATIONS FOR NATIONAL POLICY AND LOCAL PROGRAM DEVELOPMENT IN THE WAY INTRA-FIELD COMMUNICATION NEEDS ARE PRESENTLY PERCEIVED AND HANDLED. IT OUTLINES THE PROCESSES THROUGH WHICH THE LOCAL GROUP PROGRESSED TOWARD A NEW PROCEDURE AND DISCUSSES THE NATURE OF THE GROUP PROCESS IN WORKING WITH DIVERSE LOCAL TRAINING AGENCIES. FINALLY IT OUTLINES THE FEATURES OF THE JOB TRAINING INTERCHANGE, THE INSTRUMENT FOR CONTINUING COMMUNICATION AMONG LOCAL TRAINING PROGRAMS, WHICH WAS THE PRODUCT OF THE WORK GROUPS EFFORT. APPENDIXES INCLUDE INFORMATION ON PUBLIC TRAINING AND RELATED ASSISTANCE PROGRAMS IN SAN FRANCISCO (ONE PAGE) AND THE JOB TRAINING INTERCHANGES STATEMENT OF PURPOSES AND METHODS (SEVEN PAGES). A THREE-PAGE BIBLIOGRAPHY AND A TWO-PAGE SUMMARY OF RELATED FEDERAL, STATE, AND LOCAL LEGISLATION IS ALSO INCLUDED. (JR)
ERIC: ED117473 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

703 COMMUTER JOB CORPS. FINAL REPORT. JUN 70
UTAH RESEARCH COORDINATING UNIT FOR VOCATIONAL AND TECHNICAL EDUCATION, SALT LAKE CITY. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-4-7-063046-1612
NOTES: 45P.
COMMUTING STUDENTS, DROPOUT REHABILITATION, DROPOUTS, FOLLOWUP STUDIES, JOB TRAINING, POTENTIAL DROPOUTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, RESEARCH COORDINATING UNITS, SECONDARY EDUCATION, VOCATIONAL EDUCATION, UTAH
TO EVALUATE THE EFFECTIVENESS OF A COMMUTER JOB CORPS PROGRAM, EVALUATION DATA WERE OBTAINED FROM PARTICIPANTS, INSTRUCTORS, ADMINISTRATORS, AND A CONTROL GROUP. DESIGNED SPECIFICALLY FOR HIGH SCHOOL DROPOUTS AND RUN IN CONJUNCTION WITH THE LOCAL SCHOOL DISTRICTS, THIS PROGRAM WAS EVALUATED IN TERMS OF (1) STUDENT RETENTION, (2) RETURN-TO-SCHOOL RATE, (3) THE EMPLOYMENT RATE, AND (4) GRADES. ANALYSIS OF THE DATA REVEALED THAT THE COMMUTER JOB CORPS PROGRAM RESULTED IN A RETENTION RATE OF 50 PERCENT AND A SUMMER EMPLOYMENT RATE OF 80 PERCENT. INTUITIVELY, IT WAS CONCLUDED THAT THIS PROGRAM SHOULD BE CONTINUED, BUT IT WAS FURTHER NOTED THAT BETTER METHODS OF GATHERING DATA ARE NEEDED. (JS)
ERIC: ED051379

704 COMPANIES SLOW TO ACKNOWLEDGE WOMENS ROLE IN BUSINESS 1976
PEAL, E.
CANADIAN BUSINESS MAGAZINE, VOL.49, NO.11, NOV 1976, P. 51-52.
DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, MANAGEMENT, WOMEN IN BUSINESS
EXAMINES PREVAILING CORPORATE ATTITUDES IN CANADA TOWARD WOMEN IN BUSINESS AND FINDS THAT IT IS A LOW PRIORITY ISSUE. URGES MANAGEMENT TO TAKE ACTION WHILE IT CAN STILL DO SO VOLUNTARILY BEFORE LEGISLATION RESULTS IN COSTLY DAMAGE SETTLEMENTS.
MGMT: C8476K0051

705 COMPANY EXPERIENCE WITH NEGRO EMPLOYMENT. RESEARCH REPORT FROM THE CONFERENCE BOARD. STUDIES IN PERSONNEL POLICY NO. 201. 66
HABBE, STEPHEN
NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., NEW YORK, N.Y.
NOTES: 359P.
EMPLOYMENT OPPORTUNITIES, NEGROES, PERSONNEL INTEGRATION, EMPLOYER ATTITUDES, EMPLOYMENT PRACTICES, RACIAL DISCRIMINATION, VOLUNTARY INTEGRATION, EQUAL OPPORTUNITIES (JOBS), NEGRO EMPLOYMENT, CASE STUDIES
THIS INVESTIGATION OF 47 COMPANIES WAS MADE TO DETERMINE WHAT EXECUTIVES ARE THINKING AND WHAT THEIR COMPANIES ARE DOING ABOUT HIRING NEGRO WORKERS. DATA WERE COLLECTED BY INTERVIEWING EACH COMPANYS CHIEF EXECUTIVE OFFICER, PERSONNEL DIRECTOR, AND OTHER EXECUTIVE AND SUPERVISORY PERSONNEL, AS WELL AS BY OBSERVING NEGROES AT WORK WITHIN THE COMPANY. THE STUDY FOUND THAT COMPANY EXPERIENCE WITH NEGRO EMPLOYMENT HAS BEEN GOOD, EVEN IN SUPERVISORY POSITIONS. MAJOR PROBLEMS HAVE OCCURRED WHEN COMPANIES HAVE BEEN UNABLE TO ADJUST QUICKLY WHEN SUDDEN PRESSURE WAS APPLIED TO END DISCRIMINATION, AND THIS PROBLEM HAS BEEN MAGNIFIED BY A SHORTAGE OF QUALIFIED NEGRO APPLICANTS. THE REPORTS OF CASE STUDIES OF 45 FIRMS ARE INCLUDED. A BRIEF SUMMARY OF THE STUDY IS AVAILABLE AS VT 005 919 (ALSO IN THIS ISSUE). (BH)
AIM/ARM: VT005919 SERVICE EXTENSION DIVISION, NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., 845 THIRD AVENUE, NEW YORK, NEW YORK 10022 ($2.00).

706 COMPANY EXPERIENCE WITH NEGRO EMPLOYMENT. SUMMARY OF A REPORT FROM THE CONFERENCE BOARD. DIGEST OF STUDIES IN PERSONNEL POLICY, NO. 201. 66
NATIONAL INDUSTRIAL CONFEPENCE BOARD, INC., NEW YORK, N.Y.
NOTES: 23P.
EMPLOYMENT OPPORTUNITIES, NEGROES, PERSONNEL INTEGRATION, EMPLOYER ATTITUDES, EMPLOYMENT PRACTICES, RACIAL DISCRIMINATION, VOLUNTARY INTEGRATION, EQUAL OPPORTUNITIES (JOBS), NEGRO EMPLOYMENT, CASE STUDIES
COMPANY EXPERIENCE WITH NEGRO EMPLOYMENT IS SUMMARIZED. SEE ABSTRACT OF VT 005 919 (ALSO IN THIS ISSUE) FOR THE COMPLETE STUDY. (BH)
AIM/ARM: VT005918 SERVICE EXTENSION DIVISION, NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., 845 THIRD AVENUE, NEW YORK, NEW YORK 10022 ($.50).

707 COMPANY MANPOWER PLANNING. MANPOWER PAPERS NO. 1. 68
NOTES: 60P.
ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT PROJECTIONS, FOREIGN COUNTRIES, LABOR SUPPLY, MANPOWER NEEDS, PLANNING, TECHNIQUES, ENGLAND
TO FACILITATE SYSTEMATIC AND LOGICAL MANPOWER PLANNING AND FORECASTING AT THE COMPANY LEVEL, PRECISELY STATED OBJECTIVES SHOULD BE DEVELOPED WHICH INCLUDE ELEMENTS OF THE FOLLOWING CONCEPTS (1) WHAT ARE THE TYPES AND LEVELS OF SKILL FOR WHICH FORECASTS SHOULD BE PREPARED (2) ARE FORECASTS TO BE PREPARED FOR THE WHOLE ORGANIZATION OR ONLY PART (3) WHAT DEGREE OF ACCURACY AND DETAIL IS REQUIRED AND (4) WHAT IS TO BE THE LENGTH OF THE FORECASTING PERIOD A DISCUSSION OF FORECASTING CURRENT AND FUTURE LABOR SUPPLY INCLUDES ANALYSIS OF CURRENT LABOR RESOURCES, ANALYSIS OF CHANGES IN THE LABOR FORCE, ANALYSIS OF TURN-OVER FORECASTING FOR REPLACEMENTS, EFFECTS OF CHANGES IN CONDITIONS OF WORK, AND EXTERNAL SUPPLY FACTORS. THERE ARE FOUR METHODS TO MEDIUM AND LONG-TERM MANPOWER FORECASTING AT THE COMPANY LEVEL. THE FIRST OF THESE RELIES ON THE INFORMED OPINION OF MANAGERS WITHIN THE COMPANY. THE SECOND IS BASED ON THE IDEA OF PROJECTING PAST TRENDS IN EMPLOYMENT. IN THE THIRD, THE RESULTS OF WORK-STUDY EXERCISES FORM THE BASIS FOR FORECASTS. IN THE LAST AND MOST DIFFICULT TO APPLY, PREDICTIONS ARE BASED ON MEASURES OF LABOR PRODUCTIVITY. A SELECTED BIBLIOGRAPHY ON MANPOWER PLANNING AND FORECASTING AT THE COMPANY LEVEL IS APPENDED. (CH)
AIM/ARM: VT009982

709 THE COMPANY YOUTH KEEP AN EMPIRICAL ANALYSIS OF JOB FINDING AMONG YOUNG MEN 14-24. DEC 74
SAUNDERS, DAVID N.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 475P.; PH.D. DISSERTATION, BRYN MAWR COLLEGE
CAUCASIANS, COMPARATIVE ANALYSIS, DOCTORAL THESES, EDUCATIONAL BACKGROUND, EMPLOYMENT SERVICES, INDIVIDUAL CHARACTERISTICS, JOB APPLICANTS, JOB APPLICATION, JOB PLACEMENT, LONGITUDINAL STUDIES, NEGROES, RACIAL FACTORS, SOCIAL FACTORS, SOCIOECONOMIC INFLUENCES, SURVEYS, TABLES (DATA), WORK EXPERIENCE, JOB SEARCH
THE STUDY EXAMINED THE PERSONAL, SOCIAL, AND ECONOMIC CORRELATES OF JOB-FINDING OF YOUNG MEN. THE DATA BASE WAS THE NATIONAL LONGITUDINAL SURVEY, 1966-1969. YOUNGER, LESS EDUCATED YOUTH RELIED MORE HEAVILY ON INFORMAL CHANNELS. INCREASING AGE AND EDUCATION LED TO A SLIGHT SHIFT FROM INFORMAL TO FORMAL CHANNELS, ALTHOUGH INFORMAL STILL DOMINATED. AS WHITE YOUTH MATURED THEY RELIED LESS ON FRIENDS AND RELATIVES AND SCHOOLS AND MORE ON FORMAL METHODS EXCEPT SCHOOLS. FOR BOTH RACES INCREASED EDUCATION LED TO A RISE IN THE USE OF FORMAL TECHNIQUES, PARTICULARLY SCHOOLS. WHILE BLACKS RELIED MORE HEAVILY ON FRIENDS AND RELATIVES THAN DID WHITES, RACE WAS LESS IMPORTANT THAN SOCIAL CLASS WITH HIGHER SOCIAL CLASS YOUTH SHOWING A GREATER USE OF FORMAL CHANNELS. YOUTH USING FORMAL CHANNELS TENDED TO LOCATE WHITE-COLLAR JOBS, PARTICULARLY PROFESSIONAL AND CLERICAL; THOSE RELYING ON INFORMAL HAD A GREATER CHANCE OF LOCATING BLUE-COLLAR JOBS. WHITES FOUND THE HIGHEST QUALITY JOBS THROUGH PRIVATE AGENCIES, NEWSPAPERS, AND THE OTHER CHANNEL. AMONG BOTH RACES FRIENDS AND RELATIVES GENERALLY LED TO LOWER QUALITY JOBS. AN EXTENSIVE REVIEW OF THE LITERATURE ON JOB-FINDING IS INCLUDED. (AUTHOR)
ERIC: ED105244

739 A COMPARATIVE ANALYSIS OF NEW AND STATE REQUIREMENTS IMPACTING SUB-STATE HUMAN SERVICES PLANNING IN MINNESOTA JUL 75
DODGE, GARY G.; FLAHERTY, PETER M.
MINNESOTA STATE PLANNING AGENCY, ST. PAUL. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, CHICAGO, ILL. REGION V.
NOTES: HUMAN SERVICES PLANNING STUDY, JUL 74-APR 75 90P
MINNESOTA, SOCIAL WELFARE, SERVICES, HUMAN SERVICES, NTISHEWASP
THE PRIMARY HYPOTHESIS OF THE STUDY WAS THAT THERE ARE ADEQUATE RESOURCES AVAILABLE TO SUPPORT PLANNING ACTIVITIES. THE EVALUATION OBJECTIVES ARE AS FOLLOWS (1) IDENTIFY AND DESCRIBE NEW PROGRAMS WHICH PROVIDE PLANNING SUPPORT TO THE STATE OF MINNESOTA AND LOCAL GOVERNMENTS, (2) DESCRIBE STATE PLANNING INITIATIVES WITH RESPECT TO SUB-STATE HUMAN SERVICES PLANNING AND DELIVERY SYSTEMS IN MINNESOTA, (3) IDENTIFY AND COMPARE OMB, MANPOWER, AND CORRECTION PLANNING REQUIREMENTS RELEVANT TO THE ESTABLISHMENT OF HUMAN SERVICES BOARDS, AND (4) ANALYZE THE IMPACT OF NEW PROGRAM-RELATED PLANNING REQUIREMENTS ON THE DEVELOPMENT OF THE PILOT HUMAN SERVICES BOARDS AND SUB-STATE REGIONAL LEVEL PLANNING. RECOMMENDATIONS ARE GIVEN FOR NEW REVIEW AND TO PROVIDE GUIDANCE TO MINNESOTA FOR DEVELOPING AN ORGANIZATIONAL FOCUS FOR INTEGRATING PLANNING, DECISION-MAKING, AND HUMAN SERVICES SERVICE DELIVERY.
NTIS: PB-247 822/8ST NTIS PRICES PC$5.00/MF$2.25

710 A COMPARATIVE ANALYSIS OF THE IMPACT OF VARIOUS TYPES OF CURRICULA ON THE VOCATIONAL SUCCESS OF SCHOOL DROPOUTS. MAY 67
BOGGS, GERALD EUGENE
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 114P.
ACADEMIC EDUCATION, COMPARATIVE ANALYSIS, CONTROL GROUPS, DOCTORAL THESES, DROPOUT REHABILITATION, DROPOUT RESEARCH, DROPOUTS, EMPLOYMENT EXPERIENCE, EXPERIMENTAL GROUPS, SUCCESS FACTORS, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, OKLAHOMA, OKLAHOMA CITY
THE PURPOSE OF THIS DISSERTATION, SUBMITTED TO OKLAHOMA STATE UNIVERSITY, WAS TO INVESTIGATE VOCATIONAL SUCCESS DIFFERENCES IN FOUR GROUPS OF SUBJECTS AT THE MANPOWER DEVELOPMENT AND TRAINING ACT SCHOOL DROPOUT REHABILITATION PROGRAM IN OKLAHOMA CITY IN 1965. AN EX POST FACTO DESIGN INVOLVED 162 SUBJECTS IN THREE CURRICULUMS (COMBINATION, VOCATION, OR ACADEMIC): 40 OF THESE HAD DROPED OUT OR DID NOT START THE PROGRAM AND SERVED AS A CONTROL GROUP. THE SUBJECTS HAD TO BE (1) UNEMPLOYED OR UNDEREMPLOYED SCHOOL DROPOUTS, (2) BETWEEN THE AGES OF 17-22, (3) OUT OF SCHOOL AT LEAST 1 YEAR, AND (4) JUDGED CAPABLE OF COMPLETING THE PROGRAM. VOCATIONAL SUCCESS MEASURES TAKEN AT 6-MONTH AND 1-YEAR INTERVALES AFTER TRAINING WERE (1) ENTRY INTO THE LABOR MARKET, (2) EMPLOYMENT STATUS, (3) NUMBER OF JOBS HELD, (4) NUMBER OF DAYS EMPLOYED, (5) WEEKLY WAGES, (6) JOB PERFORMANCE, AND (7) JOB SATISFACTION. RESULTS SIGNIFICANT AT THE .05 LEVEL WERE (1) THE RATIO OF SUBJECTS ENTERING THE LABOR MARKET TO SUBJECTS NOT ENTERING WAS GREATER FOR THE VOCATIONAL GROUP THAN FOR THE CONTROL GROUP, (2) THE RATIOS OF EMPLOYED TO UNEMPLOYED WERE GREATER FOR THE COMBINATION AND VOCATIONAL GROUPS THAN FOR THE CONTROL GROUP, (3) COMBINATION, VOCATIONAL, AND ACADEMIC GROUPS WERE EMPLOYED MORE DAYS THAN THE CONTROL GROUP, AND (4) THE COMBINATION AND VOCATIONAL GROUPS WERE EMPLOYED MORE DAYS THAN THE ACADEMIC GROUP. (EM)
ERIC: ED022062

711 COMPARATIVE CHARACTERISTIC OF JOB MOBILITY AND JOB CAREER OF DIFFERENT DEMOGRAPHIC GROUPS IN RURAL POPULATION. AUG 76
FYVKINA, ROZALINA VLADIMIROVNA;KORIAKINA, IRINA MIKHAILOVNA
USSR ACADEMY OF SCIENCES, NOVOSIBIRSK.
NOTES: 20P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT SIZE OF ORIGINAL DOCUMENT. PAPER PRESENTED AT THE WORLD CONGRESS OF RURAL SOCIOLOGY (4TH, TORUN, POLAND, AUGUST 1976)
ACADEMIC ACHIEVEMENT, AGE, CAREER CHANGE, CAREER LADDERS, COMPARATIVE ANALYSIS, EMPLOYMENT EXPERIENCE, FOREIGN COUNTRIES, JOB TENURE, LABOR FORCE, MALES, OCCUPATIONAL CLUSTERS, OCCUPATIONAL MOBILITY, RURAL POPULATION, SEX DIFFERENCES, WORKING WOMEN, USSR (NOVOSIBIRSK), WORLD CONGRESS OF RURAL SOCIOLOGY (4TH)
THE JOB MOBILITY AND JOB CAREER OF RURAL WOMEN OF THREE GENERATIONS (16-29, 30-54, AND 55 AND OLDER) WERE COMPARED TO THOSE OF RURAL MEN. DATA WERE DERIVED FROM QUESTIONNAIRES GIVEN TO THE RURAL PEOPLE OF THE NOVOSIBIRSK PROVINCE DURING SURVEYS CONDUCTED IN 1967 AND 1972. TWO DATA ARRAYS WERE USED--605 QUESTIONNAIRES MECHANICALLY SELECTED FROM THE 1967 SAMPLE AND 2,300 QUESTIONNAIRES OF WORKERS INTERVIEWED IN 1972. TWO TYPES OF MOBILITY WERE DISCERNED HORIZONTAL AND VERTICAL. JOBS WERE CLASSIFIED INTO EIGHT GROUPS ACCORDING TO THE NATURE OF WORK (MANUAL-NONMANUAL, SUPERVISING-NON-SUPERVISING), REQUIRED EDUCATION (COMPREHENSIVE AND SPECIAL), AND WAGES LABOURERS, FARM LABOURERS, JUNIOR ATTENDANTS; ANIMAL BREEDERS--PIG TENDERS, COWHERDS, COW KEEPERS; ANIMAL BREEDERS--MILKMAIDS, CALFWOMEN, POULTRY WOMEN; WORKERS IN SERVICES SPHERE AND CLERICAL WORKERS; EQUIPMENT, TRACTOR AND COMBINE OPERATORS, TRUCK DRIVERS, PLUMBERS; SPECIALISTS OF MIDDLE-LEVEL SKILLS AND MIDDLE-LEVEL MANAGERS; AGRICULTURALISTS; AND KEY SPECIALISTS AND TOP MANAGERS. DEGREE OF MOBILITY WAS MEASURED BY THE NUMBER OF JOBS HELD DURING THEIR WORK HISTORY. FINDINGS INCLUDED WOMEN WERE LESS MOBILE; YOUNGER WORKERS WERE CONSIDERABLY MORE MOBILE THAN THE AGED; AMONG ALL GROUPS VERTICAL MOBILITY PREVAILED OVER HORIZONTAL; THE PERCENTAGE OF UPWARD MOBILITY WAS TWICE AS HIGH AS DOWNWARD MOBILITY; THE NUMBER OF WOMEN WITH UPWARD JOB CAREERS WAS HALF THAT OF MEN; AND THE JOB CAREER OF WOMEN WAS ON THE AVERAGE SHORTER THAN THAT OF MEN. (NQ)
ERIC: ED133102

712 THE COMPARATIVE EFFICACY OF SELECTED MANPOWER DEMAND PROJECT TECHNIQUES ON DIVERSIFIED POPULATIONS. FINAL REPORT. JAN 76
MORTON, J. B.;AND OTHERS
OKLAHOMA STATE DEPT. OF VOCATIONAL AND TECHNICAL EDUCATION, STILLWATER. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-74-7937
NOTES: 49P.
COST EFFECTIVENESS, EMPLOYMENT PROJECTIONS, JOB MARKET, MANPOWER NEEDS, MEASUREMENT TECHNIQUES, NEEDS ASSESSMENT, OCCUPATIONAL SURVEYS, PREDICTIVE MEASUREMENT, PREDICTIVE VALIDITY, PREDICTOR VARIABLES, STATISTICAL ANALYSIS, STATISTICAL SURVEYS, TEST RELIABILITY, TEST VALIDITY, MODIFIED AREA SKILL SURVEY, MODIFIED INDUSTRY OCCUPATION MATRIX, OKLAHOMA
A STUDY COMPARED A MODIFIED AREA SKILL SURVEY (MASS) WITH A MODIFIED INDUSTRY/OCCUPATION MATRIX (MIOM) METHOD OF PROJECTING MANPOWER DEMAND. THE COMPARISON WAS MADE WITH REGARD TO THE BIAS AND PRECISION OF THE ESTIMATES OF THE TWO PROJECTION METHODS ON POPULATIONS OF VARYING SIZE. TO ACHIEVE THE COMPARISON, EACH METHOD WAS APPLIED TO THE SAME POPULATION AND ESTIMATES OF FUTURE EMPLOYMENT WERE OBTAINED. A SURVEY OF THE POPULATION WAS CONDUCTED ONE YEAR LATER TO OBTAIN ACTUAL EMPLOYMENT. THE RESULTS WERE THEN TABULATED FOR EACH PROJECTION METHOD AND A COMPARISON OF THE RESULTS MADE USING A PAIRED SIGN TEST ON THE PRECISION ESTIMATES AND A PAIRED T-TEST ON THE ESTIMATES OF FUTURE

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712 EMPLOYMENT. THE RESULTS OF THE BIAS AND PRECISION COMPARISONS WERE NOT CONCLUSIVELY IN FAVOR OF EITHER PROJECTION TECHNIQUE. HOWEVER, THE COST INVOLVED IN IMPLEMENTING THE TWO TECHNIQUES IS SO DRASTICALLY DIFFERENT, IT WAS CONCLUDED THAT THE MIDM IS MORE DESIRABLE FOR COUNTIES OF ALL SIZES. (EDITOR/JT)
ERIC: ED136028

713 A COMPARATIVE EVALUATION OF INDEXES OF RURALITY--THEIR POLICY IMPLICATIONS AND DISTRIBUTIONAL IMPACTS. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS SPECIAL PAPER NO. 22. 74
SINCLAIR, BILL;MANDERSCHEID, LESTER V.
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 38P.
AGRICULTURE, CLASSIFICATION, CLUSTER GROUPING, COMPARATIVE ANALYSIS, CORRELATION, DEFINITIONS, ECONOMICS, FORESTRY, MEASUREMENT TECHNIQUES, POPULATION DISTRIBUTION, RESEARCH METHODOLOGY, RESEARCH PROBLEMS, RURAL AREAS, MICHIGAN
ELEVEN INDEXES OF RURALITY AND THEIR EFFECT ON THE CLASSIFICATION OF MICHIGANS 83 COUNTIES WERE INVESTIGATED. THE INDEXES WERE BASED ON DIFFERENT CONCEPTS OF RURALITY (1) PERCENT OF EMPLOYMENT IN AGRICULTURE, FISHING, AND FORESTRY; (2) POPULATION DENSITY AND DISTANCE TO URBAN CENTERS; AND (3) ECONOMIC CONDITIONS. INDEX RANKINGS WERE COMPARED TO DETERMINE IF A COUNTYS RANK VARIED FROM ONE INDEX TO ANOTHER. THE TWO INDEXES MOST FREQUENTLY ASSOCIATED WITH EXTREME RANKS WERE THEN ELIMINATED AND A SIMILAR ANALYSIS PERFORMED. THE AVERAGE COUNTY STILL HAD A DIFFERENCE OF 31 BETWEEN ITS HIGHEST AND LOWEST RANK. FURTHER CLASSIFICATION INTO FOUR DISCRETE QUARTILE GROUPINGS ALSO REVEALED SUBSTANTIAL DIFFERENCE IN COUNTY CLASSIFICATION DEPENDING ON THE INDEX SELECTED. RANK CORRELATION ANALYSIS REVEALED THAT 55 PAIRS OF CORRELATIONS BETWEEN INDEXES WERE SIGNIFICANTLY DIFFERENT FROM 0 AT THE .01 PROBABILITY LEVEL. INDEX CHOICE, THEN, DID MAKE A DIFFERENCE, SINCE IN SELECTING A PARTICULAR INDEX, RURALITY WAS EXPLICITLY OR IMPLICITY DEFINED. IT WAS CONCLUDED THAT NO ONE INDEX COULD SATISFY THE NEEDS OF ALL POTENTIAL USERS, SINCE POLICY IS USUALLY PROBLEM SPECIFIC AND THE RURALITY INDEX USED SHOULD ALSO, THEREFORE, BE PROBLEM SPECIFIC. (JC)
ERIC: ED100569

714 COMPARATIVE JOB ATTRIBUTES OF AIRMEN AND CIVIL SERVICE PERSONNEL HAVING SIMILAR JOB TYPES. MAY 74
GARZA, ANDREW T.;CARPENTER, JAMES B.
AIR FORCE HUMAN RESOURCES LAB., LACKLAND AFB, TEX. OCCUPATIONAL RESEARCH DIV. AIR FORCE HUMAN RESOURCES LAB., BROOKS AFB, TEXAS.
NOTES: 18P.
CAREER LADDERS, COMPARATIVE ANALYSIS, COST EFFECTIVENESS, DATA ANALYSIS, GOVERNMENT EMPLOYEES, JOB ANALYSIS, JOB DEVELOPMENT, JOB SATISFACTION, MANPOWER UTILIZATION, MILITARY PERSONNEL, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, PERSONNEL EVALUATION, PERSONNEL NEEDS, TABLES (DATA), TASK ANALYSIS, TASK PERFORMANCE, WORK ATTITUDES, WORK SIMPLIFICATION, AIR FORCE
MILITARY AND CIVIL SERVICE PERSONNEL HAVING SIMILAR JOB TYPES AND FROM COMPARABLE ACCOUNTING AND FINANCE CAREER LADDERS WERE COMPARED ON SEVERAL ATTRIBUTES. THE DATA REVEAL CERTAIN DISTINCT DIFFERENCES BETWEEN THE TWO POPULATIONS WITH THE MAGNITUDE OF THE DIFFERENCES BEING HIGHLY VARIABLE AS FUNCTIONS OF SPECIFIC JOB TYPES CONSIDERED. GENERALLY, CIVILIANS PERFORM A LARGER NUMBER OF TASKS, THE TASKS AND OVERALL JOBS THEY PERFORM ARE MORE DIFFICULT, THEY FIND THEIR JOBS MORE INTERESTING, AND FEEL THAT THEIR JOBS MAKE GREATER USE OF THEIR TALENTS AND TRAINING. IN VIEW OF THESE DIFFERENCES IN ATTRIBUTES AND THE POTENTIALLY HIGHER COST OF MILITARY PERSONNEL, CONVERSION OF CERTAIN MILITARY POSITIONS TO CIVILIAN POSITIONS TO MEET OPERATIONAL NEEDS APPEARS FEASIBLE. UNIQUE ATTRIBUTES OF CIVILIAN AND MILITARY PERSONNEL ALSO POINT OUT THE NECESSITY FOR FURTHER RESEARCH INTO THEIR CAUSES AND CONSEQUENT EFFECTS IN SUCH AREAS AS PROMOTION, SKILL UPGRADING, CAREER PROGRESSION, WORKER ATTITUDES, AND RETENTION. THE NEED FOR INVESTIGATION APPEARS MORE CRITICAL FOR THE AIRMEN POPULATION BECAUSE OF THEIR EXPRESSED JOB DISSATISFACTION, PARTICULARLY THOSE PERFORMING DISBURSEMENT ACCOUNTING FUNCTIONS WHERE SIMPLE HIGHLY REPETITIVE TASKS TEND TO PREDOMINATE. (AUTHOR)
ERIC: ED099674

715 THE COMPARATIVE LABOR MARKET ROLE OF NEWSPAPER HELP WANTED ADS AND PUBLIC EMPLOYMENT SERVICE JOB LISTINGS. FINAL REPORT. 31 JAN 77
JOHNSON, MIRIAM;SUGARMAN, MARGED
OLYMPUS RESEARCH CENTERS, SAN FRANCISCO, CALIF.; OLYMPUS RESEARCH CORP., SALT LAKE CITY, UTAH. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-21-11-76-28
NOTES: 359P.
AGENCY ROLE, EMPLOYERS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, INFORMATION SYSTEMS, JOB PLACEMENT, JOB SEARCH METHODS, LABOR MARKET, NEWSPAPERS, PUBLICIZE, RECRUITMENT, SKILLED WORKERS, UNSKILLED WORKERS, HELP WANTED ADVERTISEMENTS, UNITED STATES, UNITED STATES EMPLOYMENT SERVICE
A 1-YEAR STUDY OF 12 U.S. LABOR MARKET AREAS COMPARED JOB LISTINGS IN THE HELP WANTED ADS OF LOCAL NEWSPAPERS TO JOB ORDERS IN THE LOCAL PUBLIC EMPLOYMENT SERVICES TO HELP DETERMINE WHAT THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE SHOULD BE. THE STUDY GATHERED TWO TYPES OF DATA. ONE TYPE WAS USED TO COMPARE THE STOCK, OR INVENTORY, OF JOBS STILL OPEN AT THE END OF THE MONTH IN EMPLOYMENT SERVICE FILES TO THE STOCK IN THE HELP WANTED COLUMNS ON THE SUNDAY NEAREST THE END OF THE MONTH; AND THE OTHER TYPE IDENTIFIED THE

(CONT.)

715 FLOW OF NEW LISTINGS AVAILABLE TO THE JOB SEEKER DURING A PARTICULAR MONTH. FURTHER ANALYSIS OF THE FLOW DATA MATCHED EMPLOYERS WHO USED BOTH INTERMEDIARIES WITHIN THE MONTH. MORE THAN 204,000 ADS WERE EXAMINED, AND JOB ORDERS FROM 30 LOCAL EMPLOYMENT SERVICES WERE REVIEWED. A THEORETICAL MODEL (WHICH APPEARS IN THE REPORT) OF RECRUITMENT AND JOB SEARCH PROVIDED A FRAMEWORK FOR THE DATA. IT WAS FOUND THAT EMPLOYERS USE EMPLOYMENT SERVICES LESS THAN WANT ADS; THAT MANY EMPLOYERS WHO LIST WITH THE EMPLOYMENT SERVICES ALSO SIMULTANEOUSLY USE WANT ADS; AND THAT ONLY ABOUT 11% OF ALL EMPLOYERS USE THE TWO PUBLIC INTERMEDIARIES, PRIMARILY EMPLOYERS OFFERING (1) HIGH-TURNOVER, LOW-PAY JOBS, (2) JOBS IN HARD-TO-FILL, DEMAND OCCUPATIONS, (3) JOBS OF UNCERTAIN INCOME, AND (4) LESS DESIRABLE OPPORTUNITIES IN HIGH-VOLUME OCCUPATIONS. IMPLICATIONS WERE DRAWN WITH REGARD TO THE LABOR MARKET, EMPLOYMENT SERVICE OPERATIONS, AND LABOR EXCHANGE THEORY. APPENDIXES INCLUDE GRAPHS AND TABLES AND A GLOSSARY OF TERMS. (LMS)
ERIC: ED138735

716 A COMPARATIVE STUDY OF MDTA (MANPOWER DEVELOPMENT AND TRAINING ACT), INSTITUTIONAL TRAINING IN COMMUNITY COLLEGES, PUBLIC VOCATIONAL SCHOOLS, AND PRIVATE INSTITUTIONS. 15 MAY 73
HARRIS (SAM) ASSOCIATES, LTD., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 88P.
COMMUNITY COLLEGES, CORRELATION, COST EFFECTIVENESS, EDUCATIONAL PROGRAMS, MANPOWER DEVELOPMENT, PRIVATE SCHOOLS, VOCATIONAL HIGH SCHOOLS, VOCATIONAL SCHOOLS, MANPOWER DEVELOPMENT AND TRAINING ACT
THE STUDY WAS UNDERTAKEN FOR THE PURPOSE OF DEVELOPING AND TESTING A METHODOLOGY FOR MEASURING THE RELATIVE COST-EFFECTIVENESS OF MDTA TRAINING CONDUCTED WITHIN PUBLIC VOCATIONAL SCHOOLS, COMMUNITY COLLEGES AND PRIVATE TRAINING INSTITUTIONS. THE THREE PRINCIPAL OBJECTIVES OF THE STUDY WERE TO COMPARE THE COST-EFFECTIVENESS OF EACH TYPE OF FACILITY FOR SELECTED OCCUPATIONAL OFFERINGS, ASCERTAINING AND COMPARING THE COST-EFFECTIVENESS IN TERMS OF OUTCOMES, AND ANALYZING THE INTERRELATIONSHIP BETWEEN TRAINEE CHARACTERISTICS, TYPE OF TRAINING FACILITY, AND OUTCOME VARIABLES. (AUTHOR)
ERIC: ED084370 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-222 129, MF $1.45, HC $3.00)

717 A COMPARATIVE STUDY OF SOME EFFECTS OF VOCATIONAL EDUCATION ON CULTURALLY DISADVANTAGED YOUTH. JUL 66
FRAZIER, WILLIAM DONALD
NOTES: 123P.
ADULT VOCATIONAL EDUCATION, COMPARATIVE ANALYSIS, DISADVANTAGED YOUTH, DROPOUT REHABILITATION, FEDERAL PROGRAMS, PROGRAM EFFECTIVENESS, SECONDARY EDUCATION, SOCIAL ADJUSTMENT, TASK PERFORMANCE, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
THIS STUDY WAS CONDUCTED TO COMPARE THE EFFECTIVENESS OF TWO TYPES OF VOCATIONAL EDUCATION PROGRAMS IN IMPROVING STUDENTS SOCIAL AND VOCATIONAL ADJUSTMENT AND SUCCESS. IN A COMPARISON BETWEEN DROPOUT REHABILITATION AND HIGH SCHOOL VOCATIONAL GRADUATES, 92 GRADUATES OF THE OKLAHOMA CITY MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) YOUTH PROGRAM AND 65 HIGH SCHOOL GRADUATES WERE INTERVIEWED AND ADMINISTERED PERSONALITY AND ACHIEVEMENT TESTS. AFTER ADJUSTMENT FOR DIFFERENCES IN APTITUDE, STATISTICAL ANALYSIS SHOWED SIGNIFICANT DIFFERENCES IN FAVOR OF THE MDTA SAMPLE, ESPECIALLY WHEN SKILL TRAINING WAS SUPPLEMENTED BY ACADEMIC EDUCATION. MDTA GRADUATES WHO HAD RECEIVED ACADEMIC TRAINING BENEFITED MORE THAN THE HIGH SCHOOL GRADUATES IN TERMS OF FACTORS OF ACADEMIC ACHIEVEMENT AND PERSONAL-SOCIAL ADJUSTMENT. THIS ED.D. DISSERTATION WAS SUBMITTED TO OKLAHOMA STATE UNIVERSITY. (BH)
ERIC: ED047118 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106

718 A COMPARATIVE STUDY OF THE EMPLOYEE SKILLS/TRAINING ACCEPTABLE TO EMPLOYERS UNDER VARYING DEGREES OF LABOR MARKET STRINGENCIES. FINAL REPORT. 14 JUN 68
FISHER, W. HALDER AND OTHERS
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. COLUMBUS LABS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-3-6-061577-2082
NOTES: 370P.
EMPLOYER ATTITUDES, EMPLOYMENT PRACTICES, EMPLOYMENT QUALIFICATIONS, ENTRY WORKERS, JOB APPLICATION, LABOR MARKET, LABOR SUPPLY, OCCUPATIONAL INFORMATION, PERSONNEL SELECTION
THE PURPOSES OF THIS STUDY WERE TO TEST THE DEPENDABILITY OF STATED EMPLOYEE SELECTION CRITERIA, TO ASCERTAIN THE DEGREE OF CONGRUENCE BETWEEN STATED AND ACTUAL SELECTION CRITERIA, AND TO DETERMINE THE DEGREE OF CHANGE IN CRITERIA DUE TO LOOSENESS OR TIGHTNESS OF THE LOCAL LABOR MARKET. SEVEN TEST LABOR MARKET AREAS REPRESENTING A VARIETY OF SOCIOECONOMIC SITUATIONS, GEOGRAPHICAL SETTINGS, AND DEGREES OF LOOSENESS OR TIGHTNESS WERE SELECTED. ONE HUNDRED ENTRY LEVEL JOBS IN 35 ESTABLISHMENTS WERE STUDIED THROUGH FIELD INTERVIEWS AND EXAMINATIONS OF ACTUAL PERSONNEL FILES. A TOTAL OF 9,667 EMPLOYEES IN 11 JOB CLASSIFICATIONS WERE INVOLVED. SOME FINDINGS WERE (1) JOB STANDARDS CAN BE STATED SPECIFICALLY AND CAN BE RELATED TO THE STATE OF THE LABOR MARKET, (2) JOB REQUIREMENTS TEND TO FALL BELOW EMPLOYER SELECTION PREFERENCES, (3) SOME JOB REQUIREMENTS REFLECT PROMOTION REQUIREMENTS RATHER THAN ENTRY REQUIREMENTS, (4) EMPLOYERS TEND TO ADHERE TO STANDARDS BUT WILL HIRE SUBSTANDARD WORKERS, (5) ABOVE AVERAGE WAGES DISTINGUISH MULTI-PLANT FIRMS FROM LOCAL FIRMS, (6) A HIGH SCHOOL DIPLOMA IS OFTEN REQUIRED FOR IRRATIONAL PURPOSES, (7) SKILLS ARE LESS IMPORTANT THAN EDUCATION,

(CONT.)
718 PERSONAL CHARACTERISTICS, AND ATTITUDES, AND (5) THE INTERVIEWERS REACTION TO AN APPLICANT CAN BE AN EXTREMELY IMPORTANT EMPLOYMENT FACTOR. (EM)
ERIC: ED024799

719 A COMPARATIVE VIEW OF SERVICES TO AGE GROUPS AS REPORTED IN THE EMPLOYMENT SECURITY AUTOMATED REPORTING SYSTEM. MIDDLE-AGED AND OLDER WORKERS IN INDUSTRY FACTS + TRENDS NO. 3. MAR 74
QUIRK, DANIEL A.;PEAVY, NANCY C.
NATIONAL COUNCIL ON THE AGING, INC., WASHINGTON, D.C.
NOTES: 44P.
AGE GROUPS, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, JOB PLACEMENT, MIDDLE AGED, NATIONAL SURVEYS, OLDER ADULTS, TABLES (DATA), UNEMPLOYMENT
THE REPORT FOCUSES ON SERVICES PROVIDED BY THE UNITED STATES PUBLIC EMPLOYMENT SERVICE (ES) TO VARIOUS AGE GROUPS IN THE POPULATION. MOST OF THE DATA WERE COLLECTED FROM THE EMPLOYMENT SECURITY AUTOMATED REPORTING SYSTEM AT THE WASHINGTON OFFICE OF THE MANPOWER ADMINISTRATION. COUNSELING, REFERRAL TO A NONAGRICULTURAL JOB, AND JOB PLACEMENT WERE THE THREE MAJOR SERVICE AREAS SELECTED FOR ANALYSIS. THE DATA RELATING TYPE OF SERVICE AND AGE OF ES APPLICANT REVEALED, WITH FEW EXCEPTIONS, THAT THE PROPORTION OF THE AGE GROUP RECEIVING A PARTICULAR SERVICE CONSISTENTLY DECLINED AS AGE INCREASED. DIFFERENCES ARE SHOWN AMONG STATES IN THE SERVICES PROVIDED TO ES APPLICANTS AND TO MIDDLEAGED AND OLDER APPLICANTS IN PARTICULAR. IT IS THE CONCERN OF THE NATIONAL COUNCIL ON THE AGING, NOT THAT MIDDLEAGED AND OLDER WORKERS BE GIVEN SPECIAL TREATMENT, BUT THAT THEY RECEIVE AS MUCH ATTENTION AS YOUNGER PERSONS. AN ANALYSIS OF SERVICE PLANS OF STATES WITH HIGH RANKINGS ON SERVICES TO THE 40-PLUS APPLICANT MAY PROVIDE MORE INSIGHTS INTO EQUITABLE SERVICE DELIVERY. ANOTHER CONCERN RAISED IS WHETHER THE RECENT THRUST OF FEDERAL EFFORTS TO ELIMINATE ALL CATEGORICAL MANPOWER/EMPLOYMENT PROGRAMS WILL PRESENT FURTHER EMPLOYMENT OBSTACLES FOR THE OVER-40 WORKER. (EA)
ERIC: ED095401

720 A COMPARISON OF A DISADVANTAGED SAMPLE WITH A NATIONAL SAMPLE ON THE GATB MAR 72
HELWIG, ANDREW A.
JOURNAL OF EMPLOYMENT COUNSELING;9;1;20-3
APTITUDE TESTS, DISADVANTAGED GROUPS, EMPLOYMENT SERVICES, OCCUPATIONAL GUIDANCE, SCREENING TESTS
ERIC: EJ053904

721 A COMPARISON OF ACADEMIC ACHIEVEMENT BETWEEN COOPERATIVE EDUCATION STUDENTS AND NON-COOPERATIVE EDUCATION STUDENTS AT COLLEGE OF THE MAINLAND. DEC 74
MCNUTT, DOROTHY E.
NOTES: 22P.; PRACTICUM PRESENTED TO NOVA UNIVERSITY IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DOCTOR OF EDUCATION DEGREE
ACADEMIC ACHIEVEMENT, BUSINESS EDUCATION, COOPERATIVE EDUCATION, GRADE POINT AVERAGE, JUNIOR COLLEGES, LITERATURE REVIEWS, STUDENT MOTIVATION, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, COLLEGE OF THE MAINLAND
COLLEGE OF THE MAINLAND (COM) HAS SUPPORTED A COOPERATIVE EDUCATION PROGRAM FOR BUSINESS MAJORS SINCE 1969. THIS PROGRAM IS A ONE-, TWO-, OR THREE-SEMESTER PLAN THAT OFFERS A STUDENT WORK IN THE COMMUNITY DURING HIS STUDIES AT COM. EACH OF THE THREE CO-OP COURSES OFFERS FOUR HOURS CREDIT FOR EXPLORATORY, CAREER PREPARATORY, OR CAREER RETRAINING OR ENRICHMENT OBJECTIVES. THE PROGRAM IS INTENDED TO COMPLEMENT AND BROADEN THE GOALS OF FORMAL ACADEMIC AND VOCATIONAL PREPARATION AND TO GIVE THE STUDENT AN UNDERSTANDING OF THE INTERRELATEDNESS OF COLLEGE STUDY AND DAILY LIFE EXPERIENCES. EACH COM COOPERATIVE EDUCATION STUDENT PARTICIPATES IN THE DESIGN OF HIS OWN INDIVIDUAL GOALS AND OBJECTIVES AND IN THE DESIGN OF HIS OWN ACHIEVEMENT STRATEGY. THIS DOCUMENT DESCRIBES THE COOPERATIVE EDUCATION PROGRAM AT COM, REVIEWS RESEARCH PERTAINING TO COOPERATIVE EDUCATION IN GENERAL, AND DESCRIBES A STUDY COMPARING COM CO-OP AND NON-CO-OP STUDENTS MEAN GPAS IN TWO COURSES. THE MEAN GPA IN BUSINESS COMMUNICATIONS 231 AND BUSINESS PSYCHOLOGY 231 FOR BUSINESS MAJORS COMPLETING AT LEAST ONE CO-OP COURSE PRIOR TO OR CONCURRENT WITH ENROLLMENT IN THESE COURSES WAS SIGNIFICANTLY HIGHER THAN THE MEAN GPA IN THE SAME COURSES FOR BUSINESS MAJORS WHO NEVER TOOK A CO-OP COURSE. (DC)
ERIC: ED101775

722 COMPARISON OF COMPUTER-BASED VERSUS COUNSELOR-BASED OCCUPATIONAL INFORMATION SYSTEMS WITH DISADVANTAGED VOCATIONAL STUDENTS MAR 74
MAOLA, JOSEPH;KANE, GARY
JOURNAL OF COUNSELING PSYCHOLOGY;23;2;163-165
VOCATIONAL COUNSELING, OCCUPATIONAL INFORMATION, COMPUTER ASSISTED INSTRUCTION, COUNSELING EFFECTIVENESS, INSTRUCTIONAL MEDIA, OCCUPATIONAL GUIDANCE, SECONDARY EDUCATION, RESEARCH PROJECTS, COMPUTERIZED VOCATIONAL INFORMATION SYSTEM
SUBJECTS, WHO WERE OCCUPATIONAL WORK EXPERIENCE STUDENTS, WERE RANDOMLY ASSIGNED TO INDIVIDUAL GUIDANCE FROM EITHER A COMPUTERIZED OCCUPATIONAL INFORMATION SYSTEM, TO A COUNSELOR-BASED INFORMATION SYSTEM OR TO A CONTROL GROUP. RESULTS DEMONSTRATE A HIERARCHICAL LEARNING EFFECT THE COMPUTER GROUP LEARNED MORE THAN THE COUNSELED GROUP, WHICH LEARNED MORE THAN THE CONTROL GROUP. (AUTHOR)
ERIC: EJ134272

723 COMPARISON OF EMPLOYMENT STATUS OF WOMEN MEDICAL GRADUATES AND WOMEN SCIENCE GRADUATES,

UNIVERSITY OF SHEFFIELD, 1960-65 NOV 76
ESKIN, FRADA
MEDICAL EDUCATION:10:6:456-62
FEMALES, EMPLOYMENT OPPORTUNITIES, MEDICAL EDUCATION, SCIENTISTS, PHYSICIANS, EQUAL OPPORTUNITIES (JOBS), HIGHER EDUCATION, FOREIGN COUNTRIES, ADVISORY COMMITTEES, UNDEREMPLOYED, GREAT BRITAIN, UNIVERSITY OF SHEFFIELD
THIS SURVEY SUGGESTS THAT THE EMPLOYMENT PROSPECTS OF WOMEN IN MEDICINE ARE MORE OPTIMISTIC THAN SUSPECTED, BUT WOMEN MAY BE EMPLOYED IN POSTS UNDERUSING THEIR TALENTS. AN ADVISORY SERVICE FOR WOMEN SCIENCE STUDENTS IS RECOMMENDED. (AUTHOR/LBH)
ERIC: EJ151672

724 COMPARISON OF ORGANIZATIONAL MEMBERSHIP AND SELF-EMPLOYMENT. 70
FINE, BARRY DOV
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 154P.: PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
EMPLOYEE ATTITUDES, EMPLOYMENT PRACTICES, EMPLOYMENT STATISTICS, INDIVIDUAL NEEDS, JOB SATISFACTION, MENTAL HEALTH, ORGANIZATIONAL CLIMATE, TECHNICAL REPORTS, WORK ATTITUDES, SELF EMPLOYED WORKERS
IN THIS STUDY SURVEY DATA FROM A NATIONAL SAMPLE REPRESENTATIVE OF THE UNITED STATES WORK FORCE WERE USED TO COMPARE 1,092 MEMBERS (ONE WHO WORKS FOR SOMEONE ELSE WHO EMPLOYS TEN OR MORE OTHER PERSONS) AND 183 NONMEMBERS (SELF-EMPLOYED WORKERS WHO EMPLOY NO MORE THAN NINE OTHERS). THE STUDY AIMED AT ASCERTAINING WHETHER OR NOT MEMBERSHIP IN WORK ORGANIZATIONS HAS CONSEQUENCES FOR INDIVIDUALS THAT DIFFER FROM THOSE OF NONORGANIZATIONAL WORK. THE DEPENDENT VARIABLES MEASURED WERE PSYCHOLOGICAL OUTCOMES AT THE INDIVIDUAL LEVEL AND INCLUDE JOB SATISFACTION, ROLE STRAIN, AND DIMENSIONS OF MENTAL HEALTH. (AUTHOR)
ERIC: ED060859 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196 437, MF $1.45, HC $3.00)

725 COMPARISON OF SUPER 8MM SILENT FILM LOOPS PRESENTATION VERSUS LIVE PRESENTATION FOR TEACHING MACHINE OPERATIONS. JUN 71
CUSHING, NELSON NORMAN
NOTES: 220P.: ED.D. DISSERTATION: ARIZONA STATE UNIVERSITY
AUDIOVISUAL AIDS, DOCTORAL THESES, EXPERIMENTAL TEACHING, INDUSTRIAL ARTS, INSTRUCTIONAL FILMS, MACHINE TOOL OPERATORS, METALS, POST TESTING, PRETESTS, STATISTICAL ANALYSIS, TEACHING TECHNIQUES, VOCATIONAL EDUCATION
THE PURPOSE OF THIS STUDY WAS TO COMPARE THE TEACHING OF MACHINE OPERATIONS USING SUPER 8MM SILENT FILM LOOPS PRESENTATIONS WITH LIVE PRESENTATIONS. SPECIFIC OBJECTIVES WERE TO DETERMINE IF FILM LOOPS ARE AN EFFECTIVE TECHNIQUE FOR TEACHING MACHINE OPERATIONS, TO DETERMINE THE POSSIBILITY OF USING THEM TO KEEP EDUCATION ABREAST OF TECHNOLOGICAL CHANGE, AND TO INDIVIDUALIZE INSTRUCTION. THE INVESTIGATOR DEVELOPED A COURSE OF STUDY, DAILY LESSON PLANS, 52 FILM LOOPS, AND A PRESENTATION SCHEDULE FOR USE IN TWO RANDOMLY SELECTED GENERAL METALS CLASSES. THE METHOD USED WAS A PARALLEL EQUATED-GROUP-ROTATIONAL DESIGN, AND THE STATISTICAL TREATMENT INVOLVED THE FISHERS T-TEST, THE MANN-WHITNEY U-TEST, THE MEAN, AND CHI SQUARE. CONCLUSIONS WERE THAT THE TECHNIQUES OF INSTRUCTION DID NOT HAVE A SIGNIFICANT EFFECT ON THE IMMEDIATE ACHIEVEMENT OF KNOWLEDGE, THE RETENTION OF KNOWLEDGE, OR ON THE INDIVIDUAL ASSISTANCE REQUIRED OF THE INSTRUCTOR WHEN INSTRUCTOR-PRODUCED FILMS WERE USED. IT DID HAVE A SIGNIFICANT EFFECT ON AMOUNT OF INSTRUCTOR ASSISTANCE WHEN COMMERCIAL FILMS WERE USED AND STUDENTS CONSIDERED INSTRUCTOR FILMS SUPERIOR TO COMMERCIAL FILMS. IT WAS CONCLUDED THAT FILM PRESENTATIONS ARE EFFECTIVE FOR TEACHING MACHINE OPERATIONS. (GEB)
ERIC: ED051402 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (MF $4.00: XEROGRAPHY $10.00)

726 A COMPARISON OF TEENAGE BOYS AND GIRLS ORIENTATIONS TOWARDS MARRIAGE AND PROCREATION. 3 FEB 71
THOMAS, KATHERYN ANN
TEXAS A AND M UNIV., COLLEGE STATION. TEXAS AGRICULTURAL EXPERIMENT STATION. DEPARTMENT OF AGRICULTURE, WASHINGTON, D.C.
NOTES: 26P.: PAPER PRESENTED AT ANNUAL MEETINGS OF THE ASSOCIATION OF SOUTHERN AGRICULTURAL WORKERS, JACKSONVILLE, FEBRUARY 1-3, 1971
ADOLESCENTS, ATTITUDES, CAUCASIAN STUDENTS, CROSS CULTURAL STUDIES, FAMILY (SOCIOLOGICAL UNIT), GOAL ORIENTATION, MARRIAGE, NEGRO YOUTH, RURAL YOUTH, WORK ATTITUDES, WORK LIFE EXPECTANCY
THE OBJECTIVE OF THIS STUDY WAS TO INVESTIGATE THE ORIENTATIONS OF BOYS AND GIRLS TOWARDS MARRIAGE AND PROCREATION, A NEGLECTED AREA OF SOCIOLOGICAL STUDY, AND TO ASCERTAIN THE MANNER IN WHICH THE SEXES MAY DIFFER IN THESE ORIENTATIONS. REPORTED ARE FINDINGS FROM A SURVEY OF NEGRO AND WHITE HIGH SCHOOL SENIORS AND THEIR DROPOUT AGE PEERS RESIDING IN ECONOMICALLY DEPRESSED AREAS OF RURAL EAST TEXAS. ALTHOUGH THE YOUTH EVINCED A GENERAL DESIRE TO MARRY IN THEIR EARLY TWENTIES, NEGRO AND WHITE GIRLS DESIRED TO MARRY EARLIER THAN THEIR MALE COUNTERPARTS. REGARDLESS OF SEX OR RACE, THE OVERWHELMING MAJORITY OF YOUTH DESIRED AND EXPECTED FROM 2 TO 4 CHILDREN. THE WHITE BOYS EVIDENCED SLIGHTLY LOWER DESIRES FOR CHILDREN THAN THE WHITE GIRLS, EXCEPT FOR THE NEGRO GIRLS, THE BOYS AND GIRLS PREFERRED THEIR SPOUSES OR THEMSELVES, RESPECTIVELY, NOT TO WORK OUTSIDE THE HOME AFTER CHILDREN. HOWEVER, REGARDLESS OF RACE, GIRLS WERE CONSIDERABLY MORE INCLINED TOWARDS WORKING OUTSIDE THE HOME, AT LEAST UNTIL CHILDREN, THAN THE BOYS WERE TOWARDS THEIR WIFE WORKING. THE CENTRAL TENDENCY IN EVERY SEX-RACE GROUPING, EXCEPT THE NEGRO MALES, WAS TO RANK DESIRE TO MARRY AND RAISE A FAMILY MODERATELY RELATIVE TO OTHER GOALS. THE NEGRO BOYS TENDED TO RANK THESE GOALS LOW.

(CONT.)
726 (AUTHOR)
ERIC: ED049859

727 A COMPARISON OF THE ATTITUDES OF THE MICHIGAN COOPERATIVE EXTENSION STAFF TOWARD MARKETING, AGRICULTURAL POLICY, AND FARM ORGANIZATION. 67
HADLEY, HERBERT HARLAN
MICHIGAN STATE UNIV., EAST LANSING.
NOTES: 183P.; PH. D. THESIS.
ADMINISTRATIVE POLICY, AGRICULTURAL PRODUCTION, ATTITUDES, COLLECTIVE BARGAINING, DOCTORAL THESES, ECONOMICS, EDUCATIONAL NEEDS, EXTENSION AGENTS, FARMERS, FEDERAL AID, INCOME, MARKETING, ORGANIZATIONS (GROUPS), PART TIME FARMERS, POLITICAL POWER, RURAL YOUTH, SURVEYS, MICHIGAN
COMPARISONS WERE MADE OF COMMERCIAL FARMERS AND EXTENSION AGENTS VIEWS OF THE GENERAL FARM SITUATION; THE EFFECTS OF GOVERNMENT PRICE SUPPORTS ON FARM PRICES; THE EXISTING MARKET STRUCTURE AND ACCEPTABLE WAYS OF BARGAINING FOR INCREASED FARM PRODUCT PRICES; AND VIEWS OF THE GENERAL FARM ORGANIZATIONS AND HOW THEY SHOULD BE ORGANIZED AND RUN. FINDINGS WERE BASED ON THE MAIL RESPONSE OF 140 MICHIGAN EXTENSION STAFF MEMBERS AND A SAMPLE OF 331 MICHIGAN FARMERS. THE EXTENSION STAFF AND FARMERS FELT THAT MICHIGAN FARM INCOME WAS TOO LOW AND THAT GOVERNMENT PRICE SUPPORTS WERE NOT EFFECTIVE IN INCREASING IT. FARMERS BELIEVED THAT THE MARKETING SYSTEM NEEDED TO BE CHANGED AND FAVORED COLLECTIVE, VOLUNTARY ACTION RATHER THAN RELIANCE ON GOVERNMENT FOR CHANGES IN THE SYSTEM; BUT THEY WERE RELUCTANT TO IMPOSE RESTRICTING CONTROLS, EITHER BY GOVERNMENT OR COLLECTIVELY, UPON THEIR FREEDOM FOR INDIVIDUAL ACTION. EXPRESSED WAS THE NEED FOR A NEW TYPE OF EDUCATION FOR YOUNG FARM LEADERS AND FOR INSTITUTIONS TO UNDERTAKE NEW LEADERSHIP IN CHANGING COMMUNITIES. (TEST INSTRUMENTS ARE INCLUDED.) (AUTHOR/NL)
ERIC: ED027504 UNIVERSITY MICROFILMS, INC., 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 68-6144, MF $3.00, XEROGRAPHY $8.40)

728 COMPARISON OF THE JEVS, SINGER/GRAFLEX AND TOWER WORK EVALUATION SYSTEMS. REPRINT SERIES NO. 5. DEC 71
CUNN, DENNIS J.
WISCONSIN UNIV. - STOUT, MENOMONIE. DEPT. OF REHABILITATION AND MANPOWER SERVICES. MATERIALS DEVELOPMENT CENTER.
NOTES: 7P.
COMPARATIVE ANALYSIS, EVALUATION METHODS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PERSONNEL EVALUATION, SYSTEMS APPROACH, TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, JEVS SYSTEM, JEWISH EVALUATION AND VOCATIONAL SERVICES SYSTEM, SINGER GRAFLEX SYSTEM, WORK EVALUATION SYSTEMS
INTENDED AS A GUIDE FOR POTENTIAL PURCHASE OF WORK EVALUATION SYSTEMS, THE DOCUMENT COMPARES THREE THAT ARE CURRENTLY AVAILABLE THE JEWISH EVALUATION AND VOCATIONAL SERVICES (JEVS) SYSTEM, THE SINGER/GRAFLEX SYSTEM, AND THE TESTING, ORIENTATION AND WORK EVALUATION IN REHABILITATION (TOWER) SYSTEM. MANUALS AND RELATED PUBLISHED MATERIALS FOR EACH SYSTEM WERE REVIEWED FOR INFORMATION ABOUT EACH SYSTEM. ONLY PUBLISHED MATERIALS WERE USED IN PREPARING THE COMPARISON. ORGANIZED IN OUTLINE FORM, THE DOCUMENT COMPARES THE THREE SYSTEMS ACCORDING TO THE FOLLOWING VALUATIVE CRITERIA (1) DEVELOPMENT, (2) ORGANIZATION, (3) WORK EVALUATION PROCESS, (4) ADMINISTRATION, (5) SCORING AND NORMS, (6) OBSERVATION, (7) REPORTING, (8) UTILITY, (9) TRAINING IN SYSTEM, AND (10) CURRENT STATUS AND COST. (MW)
ERIC: ED102305

729 A COMPARISON OF THE OPINIONS OF ADULT EDUCATION LEADERS AND EMPLOYMENT SERVICE SPECIALISTS REGARDING THE RELATIONSHIP OF ADULT EDUCATION PROGRAMS TO EMPLOYMENT NEEDS IN SELECTED URBAN COMMUNITIES. 68
RIPPLE, KENNETH EARL
MICHIGAN STATE UNIV., EAST LANSING.
NOTES: 222P.; ED.D.THESIS.
ADULT EDUCATORS, ADULT VOCATIONAL EDUCATION, COMMUNITY SERVICE PROGRAMS, CURRICULUM, DOCTORAL THESES, EDUCATIONAL OBJECTIVES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, ENROLLMENT, INVESTIGATIONS, PROGRAM ATTITUDES, PUBLIC SCHOOL ADULT EDUCATION, SPECIALISTS, VOCATIONAL COUNSELING
BY INVESTIGATING THE OPINIONS OF 35 ADULT EDUCATORS AND 38 EMPLOYMENT SERVICE SPECIALISTS, THIS STUDY SOUGHT TO DETERMINE HOW EFFECTIVELY CERTAIN ADULT EDUCATION PROGRAMS IN MICHIGAN, ILLINOIS, INDIANA, AND WISCONSIN ARE MEETING THE EDUCATIONAL AND JOB PREPARATION NEEDS OF INDIVIDUALS AND COMMUNITIES, AND TO ASSESS THE RELEVANCE OF ADULT EDUCATION OBJECTIVES TO PARTICIPANTS NEEDS AND INTERESTS. INDIVIDUAL STRUCTURED INTERVIEWS WERE USED IN WHICH INTERVIEWEES CATEGORIZED EACH OF 20 EDUCATIONAL ACTIVITIES AS EITHER IMPERATIVE, VERY DESIRABLE, DESIRABLE, PERMISSIBLE, OR UNDESIRABLE. THESE WERE AMONG THE FINDINGS (1) NO SINGLE ACTIVITY WAS CONSIDERED IMPERATIVE BY A MAJORITY OF EDUCATORS OR SPECIALISTS; (2) WHILE EDUCATORS GENERALLY APPROVED OF ALL THE ACTIVITIES, PRIORITY WAS GIVEN TO ASSURING ADEQUATE OPPORTUNITY FOR CONTINUING EDUCATION TO ALL ADULTS IN THE COMMUNITY; (3) THE EDUCATORS WERE RELUCTANT TO BE DARING OR INNOVATIVE IN PLANNING EFFECTIVE JOB PREPARATION PROGRAMS; (4) THE ADULT EDUCATORS DID NOT SEEK THE HELP OF EMPLOYMENT SERVICE SPECIALISTS IN PROGRAM PLANNING; (5) GUIDANCE AND COUNSELING SERVICES OFFERED BY ADULT EDUCATORS TO PARTICIPANTS IN EDUCATION AND TRAINING PROGRAMS WERE INADEQUATE. (AUTHOR/LY)
ERIC: ED030918 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-17,126, MICROFILM $3.00; XEROGRAPHY $10.15).

730 A COMPARISON OF THE PROCESSES OF EARNING ACHIEVEMENT OF BLACK AND WHITE MARRIED FEMALES. 76
CHRISTENSON, BRUCE A.
NOTES: 32P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE MIDWESTERN SOCIOLOGICAL SOCIETY (ST. LOUIS, MISSOURI, APRIL 21-24, 1976) ; SUPPORT FOR THIS RESEARCH WAS PROVIDED BY THE MIDWEST COUNCIL FOR SOCIAL RESEARCH IN AGING
BLACK EMPLOYMENT, EMPLOYER ATTITUDES, EMPLOYMENT, FEMALES, INCOME, LABOR FORCE, RESEARCH PROJECTS, SALARY DIFFERENTIALS, SEX DISCRIMINATION, WORKING WOMEN
A SOCIOECONOMIC LIFE CYCLE MODEL CONSISTING OF SIX TEMPORALLY-ORDERED STAGES IS USED TO COMPARE THE IMPACT OF FAMILY BACKGROUND, EDUCATIONAL ACHIEVEMENT, EARLY OCCUPATIONAL ACHIEVEMENT, AND CURRENT FAMILY AND WORK ROLE VARIABLES ON THE 1966 EARNING ACHIEVEMENT OF A NATIONALLY REPRESENTATIVE SAMPLE OF BLACK AND WHITE MARRIED WOMEN, AGES 30 TO 44. A REDUCED FORMS REGRESSION PROCEDURE IS USED TO PERMIT MAXIMUM CONSIDERATION OF EARLY LIFE CYCLE DETERMINANTS. MAJOR FINDINGS INCLUDE THE FOLLOWING (1) SOCIO-ECONOMIC BACKGROUND HAS MORE INFLUENCE ON BLACK EARNING ACHIEVEMENT; (2) EDUCATIONAL ACHIEVEMENT ALSO HAS A GREATER PAYOFF FOR BLACKS, WITH RACIAL DIFFERENCES IN EARNINGS BEING GREATER AT LOWER EDUCATIONAL LEVELS; (3) PREMARITAL OCCUPATIONAL STATUS ACHIEVEMENT IS IMPORTANT TO THE ADULT EARNING ACHIEVEMENT OF BLACK BUT NOT OF WHITE FEMALES; (4) WHEREAS PREMARITAL CHARACTERISTICS HAVE A GREATER IMPACT, IN TERMS OF VARIANCE EXPLAINED, ON BLACK EARNING ACHIEVEMENT, CURRENT FAMILY CHARACTERISTICS HAVE A GREATER IMPACT ON WHITE EARNING ACHIEVEMENT. THE PRESENCE OF PRESCHOOL CHILDREN ADVERSELY AFFECTS THE EARNING ACHIEVEMENT OF WHITE FEMALES, BUT NOT BLACK FEMALES, EVEN AFTER CONTROLLING FOR FAMILY FINANCIAL NEED. (AUTHOR)
ERIC: ED143890

731 A COMPARISON OF TWO METHODS OF PREPARING YOUTH FOR EMPLOYMENT COOPERATIVE OCCUPATIONAL EDUCATION VERSUS THE PREPARATORY VOCATIONAL-TECHNICAL SCHOOL. 67
SANDERS, LESTER E.
MISSOURI STATE DEPT. OF EDUCATION, JEFFERSON CITY.; MISSOURI UNIV., COLUMBIA. COLL. OF EDUCATION.
NOTES: 26P.; SUMMARY OF ED.D. DISSERTATION, MISSOURI UNIV., 1967
COCURRICULAR ACTIVITIES, COOPERATIVE EDUCATION, COST EFFECTIVENESS, CURRICULUM EVALUATION, DOCTORAL THESES, EMPLOYER ATTITUDES, FOLLOWUP STUDIES, JOB PLACEMENT, JOB SKILLS, PARENT ATTITUDES, PROJECT TRAINING METHODS, STUDENT ATTITUDES, TRADE AND INDUSTRIAL EDUCATION, WAGES, WORK EXPERIENCE, MISSOURI, SPRINGFIELD
TO ANALYZE AND COMPARE THE COOPERATIVE OCCUPATIONAL EDUCATION AND VOCATIONAL-TECHNICAL SCHOOL PROGRAMS AND GRADUATES IN THE SPRINGFIELD, MISSOURI, PUBLIC SCHOOLS, INFORMATION FORMS WERE SENT TO (1) 268 GRADUATES OF THE COOPERATIVE OCCUPATIONAL EDUCATION PROGRAMS AND 417 GRADUATES OF THE VOCATIONAL-TECHNICAL SCHOOL FOR THE YEARS 1961-1965, (2) THEIR PARENTS, AND (3) PRESENT AND PAST EMPLOYERS. SOME CONCLUSIONS WERE (1) VOCATIONAL-TECHNICAL PROGRAMS SEEMED TO HAVE GREATER IMPACT IN MAINTAINING STUDENT INTEREST AND IMPROVING ATTITUDES TOWARDS SCHOOL, (2) COOPERATIVE EDUCATION GRADUATES EMPHASIZED THE DEVELOPMENT OF DESIRABLE PERSONAL-SOCIAL CHARACTERISTICS AND VOCATIONAL-TECHNICAL GRADUATES EMPHASIZED JOB SKILLS AND RELATED KNOWLEDGE, (3) TRANSITION FROM SCHOOL TO FULL-TIME EMPLOYMENT IS MADE MORE QUICKLY AND EASILY THROUGH COOPERATIVE EDUCATION PROGRAMS, (4) A MAJORITY OF VOCATIONAL-TECHNICAL GRADUATES TOOK ADVANTAGE OF UNSUPERVISED WORK EXPERIENCE PROGRAMS WHILE IN HIGH SCHOOL, (5) AFTER A PERIOD OF ADJUSTMENT, THE VOCATIONAL-TECHNICAL GRADUATES TENDED TO RETURN TO THE OCCUPATION FOR WHICH THEY WERE TRAINED IN GREATER NUMBERS, AND (6) COOPERATIVE EDUCATION GRADUATES TENDED TO DEMONSTRATE MORE DESIRABLE PERSONALITY TRAITS, WORK HABITS, AND A HIGHER DEGREE OF OCCUPATIONAL COMPETENCY. (DM)
ERIC: ED050226

732 A COMPARISON OF UNION CONSTRUCTION WORKERS WHO HAVE ACHIEVED JOURNEYMAN STATUS THROUGH APPRENTICESHIP AND OTHER MEANS. DEC 73
MARSHALL, RAY; AND OTHERS
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 272P.
APPRENTICESHIPS, BRICKLAYERS, BUILDING TRADES, CARPENTERS, ELECTRICIANS, EMPLOYMENT LEVEL, EMPLOYMENT POTENTIAL, EMPLOYMENT PRACTICES, LABOR UNIONS, MANPOWER UTILIZATION, PLUMBING, SHEET METAL WORKERS, SKILL DEVELOPMENT, SKILLED LABOR, SKILLED OCCUPATIONS, SKILLED WORKERS, TRADE AND INDUSTRIAL EDUCATION, TRAINEES, WAGES, IRONWORKERS
THE PURPOSE OF THIS STUDY WAS TO DETERMINE THE INFLUENCE OF APPRENTICESHIP ON THE EMPLOYMENT AND EARNINGS OF SELECTED CONSTRUCTION CRAFTSMEN AND SECONDARILY TO LEARN HOW INFORMALLY TRAINED JOURNEYMEN LEARNED THEIR TRADES. INFORMATION WAS SOUGHT FROM FRINGE BENEFIT RECORDS AND FROM INTERVIEWS WITH OVER 1,700 JOURNEYMEN, UNION OFFICIALS, CONTRACTORS, AND OTHER PEOPLE WITH EXPERIENCE IN AND KNOWLEDGE OF THE CONSTRUCTION INDUSTRY. SIX BASIC TRADES (BRICKLAYERS, CARPENTERS, ELECTRICAL WORKERS, IRONWORKERS, PLUMBERS AND PIPEFITTERS, AND SHEET METAL WORKERS) WERE STUDIED IN NINE CITIES (ATLANTA; AUSTIN, TEXAS; COLUMBUS, OHIO; CHICAGO; HOUSTON; JACKSON, MISSISSIPPI; NEW YORK; OAKLAND; AND SAN FRANCISCO). DATA SUPPORT THE HYPOTHESIS THAT APPRENTICESHIP GRADUATES TEND TO WORK MORE THAN INFORMALLY TRAINED JOURNEYMEN AND THAT APPRENTICESHIP-TRAINED CRAFTSMEN ARE MORE BROADLY TRAINED AND SUFFER LESS FROM UNEMPLOYMENT THAN OTHER JOURNEYMEN. THE CASE IS NOT AS STRONG, BUT THE DATA ALSO INDICATE THAT APPRENTICESHIP-TRAINED MEN ARE RELATIVELY OVERREPRESENTED IN SUPERVISORY POSITIONS. RECOMMENDATIONS FOR IMPROVING THE APPRENTICESHIP SYSTEM ARE MADE. INCLUDED ARE A 60-ITEM BIBLIOGRAPHY AND GUIDES FOR INTERVIEWS WITH JOURNEYMEN AND BUSINESS AGENTS. (NTIS/SC)
ERIC: ED091579 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD,

(CONT.)
732 SPRINGFIELD, VIRGINIA 22151

733 A COMPARISON STUDY OF PERSONALITY AND VOCATIONAL INTERESTS OF DISADVANTAGED AND ADVANTAGED YOUTHS. APR 72
SOARES, ANTHONY T.;SOARES, LOUISE M.
NOTES: 9P.; PAPER PRESENTED AT THE ANNUAL CONVENTION OF THE NATIONAL COUNCIL ON MEASUREMENT IN EDUCATION, CHICAGO, ILLINOIS, APRIL 3-7, 1972
ATTITUDE TESTS, BEHAVIORAL OBJECTIVES, COMPARATIVE ANALYSIS, CULTURALLY ADVANTAGED, DECISION MAKING, DISADVANTAGED YOUTH, EDUCATIONAL OBJECTIVES, EMOTIONAL DEVELOPMENT, HIGH SCHOOL STUDENTS, MALES, OCCUPATIONAL CHOICE, PERSONALITY STUDIES, SELF CONCEPT TESTS, SOCIOECONOMIC INFLUENCES, URBAN YOUTH, VOCATIONAL INTERESTS
IN COMPARING THE PERSONALITY TRAITS OF DISADVANTAGED YOUTHS TO ADVANTAGED FROM AN URBAN HIGH SCHOOL, AS INDICATED ON THE IPAT JR.-SR. HSPQ, IT WAS FOUND THAT BOTH GROUPS OF BOYS TENDED TOWARD A PATTERN OF GROUP-DEPENDENCY AND RESTRAINT. THEY TENDED TO BE SOMEWHAT DETACHED, LESS ORIENTED TO INTELLECTUAL PURSUITS, SHOWING A ZEST FOR ACTION AND EXPEDIENCY. IN ADDITION, THE DISADVANTAGED MALES INDICATED SIGNIFICANTLY GREATER EMOTIONAL INSTABILITY AND LOWER EGO STRENGTH. ON THE MINNESOTA VOCATIONAL INTEREST INVENTORY, THE DISADVANTAGED BOYS SHOWED THE STRONGEST PREFERENCE FOR HEALTH SERVICES AND CLEAN-HANDS TYPE OF ACTIVITIES; ADVANTAGED BOYS, OFFICE WORK AND CARPENTRY. (AUTHOR)
ERIC: ED065529

734 A COMPENDIUM OF INFORMATION RELEVANT TO MANPOWER AGENCIES SEP 72
ERFURT, JOHN C.
MICHIGAN UNIV.-WAYNE STATE UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.
CONTRACT NO. DL-82-24-69-47
NOTES: FINAL REPT. 337P
MANPOWER UTILIZATION, PROJECTS, PERSONNEL DEVELOPMENT, ORGANIZATIONS, HARD TO EMPLOY GROUPS, DISADVANTAGED YOUTH
A COMPILATION IS PRESENTED OF THEMES DERIVED FROM DATA ON INTERNAL AGENCY STRUCTURE AND OPERATIONS, AGENCY-COMPANY RELATIONS, AND AGENCY-ENROLLEE RELATIONS; THE UNDERLYING RESEARCH FINDINGS; THE IMPLICATIONS/APPLICATIONS OF THESE FINDINGS; AND THE STATISTICAL DATA UPON WHICH THE FINDINGS ARE BASED. ALSO INCLUDED IS A BROAD AND COMPREHENSIVE CONCEPTUAL FRAMEWORK (A SYSTEMATIC ARRAY OF CONCEPTUAL AREAS, CONCEPTS, AND VARIABLES) WHICH SERVES AS A FOUNDATION FOR THE RETRIEVAL, DISSEMINATION, AND UTILIZATION OF INFORMATION RELEVANT TO MANPOWER PROGRAMS, AND PROVIDES CRITERIA FOR ASSESSING AND DISTINGUISHING HIGHLY EFFECTIVE AGENCIES FROM LESS EFFECTIVE AGENCIES ON A MULTIPLICITY OF DIMENSIONS.
NTIS: PB-214 652/0 NTIS PRICES PC$6.00/MF$0.95

735 COMPENSATION - LESS FROM MORE 1975
CRYSTAL, G.S.
FINANCIAL EXECUTIVE, VOL.43, NO.2, FEBRUARY 1975, P. 74-76.
COMPENSATION, COST OF LIVING, ECONOMICS, EXECUTIVE, FINANCE, INFLATION, LABOR FORCE, PENSION PLAN, RETIREMENT, STOCK OPTIONS, TAX BRACKET, WAGES
THE EXECUTIVE IS HURT BY INFLATION THROUGH COMPENSATION PROGRAM. HIS SALARY INCREASE IS SMALLER, THE GOVERNMENT TAKES MORE DUE TO THE TAX BRACKET, AND THE COMPANYS COMPENSATION POLICY IS NOT CARRIED OUT.
MGMT: FEX7530074

736 COMPENSATION CURRENTS 1975
COMPENSATION REVIEW, VOL.7, NO.1, FIRST QUARTER 1975, P. 2-17.
BONUS, COMPENSATION, COST OF LIVING, DEFERRED COMPENSATION, ECONOMICS, EMPLOYEE BENEFITS, EXECUTIVE COMPENSATION, INFLATION, MANAGEMENT, MEXICO, MIDDLE MANAGEMENT, OVERTIME, PENSION PLAN, RECRUITMENT, SALARY ADMINISTRATION, STOCK OPTIONS, UNEMPLOYMENT, WOMEN IN BUSINESS
CONSIDERS TRENDS IN COMPENSATION IN U.S., VERY BRIEFLY IN MEXICO, BOTH FROM AN ECONOMIC PERSPECTIVE AND FROM THE PERSPECTIVE OF INDIVIDUAL COMPANIES - FROM 1974 ONWARD.
MGMT: CRE75M0002

737 COMPENSATION IN THE CONSTRUCTION INDUSTRY EMPLOYMENT PATTERNS, UNION SCALES, AND EARNINGS. 73
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 98P.
CONSTRUCTION INDUSTRY, WAGES, SEASONAL EMPLOYMENT, COLLECTIVE BARGAINING, UNEMPLOYMENT, WORK ENVIRONMENT
DESPITE HIGH WAGES, ANNUAL EARNINGS IN THE CONSTRUCTION INDUSTRY ARE GENERALLY LOW BECAUSE OF THE SEASONAL NATURE OF EMPLOYMENT IN THE INDUSTRY, WITH EMPLOYMENT VARYING BY ABOUT ONE-FIFTH BETWEEN THE MOST ACTIVE AND THE SLOWEST MONTHS, MANY CONSTRUCTION WORKERS EARN MOST OF THEIR INCOME IN ANOTHER INDUSTRY. SHORT WORK YEARS ARE TYPICAL EVEN AMONG YEAR-ROUND WORKERS. AS A RESULT OF HIGH WAGES AND A SHORT WORK WEEK, ANNUAL EARNINGS ARE LOWER THAN IN MOST OTHER INDUSTRIES EXCEPT RETAIL TRADE AND SERVICES. (BH)
AIM/ARM: VT013346 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L2.3 1656, $1.00).

738 COMPETENCY AMONG HARD-TO-EMPLOY YOUTHS. FINAL REPORT. JUN 73
CAPLAN, NATHAN
MICHIGAN UNIV., ANN ARBOR. CENTER FOR RESEARCH ON UTILIZATION OF SCIENTIFIC KNOWLEDGE.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

(CONT.)

738 NOTES: 173P.
ACTIVITIES, DISADVANTAGED YOUTH, INNER CITY, INTERVENTION, MOTIVATION, SKILL DEVELOPMENT, SKILLS, SOCIAL DIFFERENCES, SOCIAL ENVIRONMENT, SOCIALIZATION, URBAN ENVIRONMENT, URBAN YOUTH, YOUTH EMPLOYMENT, YOUTH PROBLEMS, COMPETING COMPETENCIES
THIS REPORT CONSISTS OF FIVE CHAPTERS. THE FIRST EVALUATES A THEORY OF YOUTH UNEMPLOYMENT WHICH PARTICULARY PERTAINS TO YOUTHS WHO ARE SKILLFUL IN NONSTANDARD COMPETENCIES--THE THEORY OF COMPETING COMPETENCIES. THE SECOND CHAPTER ILLUSTRATES SUCH BEHAVIOR THROUGH THE USE OF A CASE HISTORY. THE THIRD CHAPTER PRESENTS EMPIRICAL SUPPORT FOR THE THEORY BASED ON DATA FROM TWO LARGE-SCALE INTERVENTION PROJECTS. THE DEVELOPMENT OF STANDARD AND NONSTANDARD COMPETENCIES IS THE FOCUS OF THE FOURTH CHAPTER. THE FINAL CHAPTER BROADENS THE THEORETICAL DISCUSSION AND CONCLUDES BY APPLYING THESE IDEAS MORE PRECISELY TO YOUTH UNEMPLOYMENT MANPOWER DEVELOPMENT PROGRAMS. (AUTHOR)
ERIC: ED083430 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (MF $1.45)

739 COMPETENCY-BASED CURRICULUM DEVELOPMENT. FINAL REPORT. 75
BRUCE, HERBERT, JR.
CURRICULUM DEVELOPMENT CENTER OF KENTUCKY, LEXINGTON. KENTUCKY STATE DEPT. OF EDUCATION, FRANKFORT. BUREAU OF VOCATIONAL EDUCATION.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1750
NOTES: 175P.
CURRICULUM DEVELOPMENT, CURRICULUM RESEARCH, INSERVICE PROGRAMS, INSTRUCTIONAL MATERIALS, LEARNING MODULES, MANUALS, MATERIAL DEVELOPMENT, PERFORMANCE BASED EDUCATION, POST SECONDARY EDUCATION, SECONDARY EDUCATION, VOCATIONAL EDUCATION, KENTUCKY, VOCATIONAL TECHNICAL EDUCATION CONSORTIUM STATES
SPECIFIC OBJECTIVES OF A PROJECT TO TRANSLATE V-TECS (VOCATIONAL-TECHNICAL CONSORTIUM OF STATES) CATALOGS OF PERFORMANCE OBJECTIVES INTO VIABLE PROGRAMS OF INSTRUCTION READY FOR IMPLEMENTATION IN THE SECONDARY AND POSTSECONDARY TRAINING INSTITUTIONS OF THE STATE OF KENTUCKY WERE THE FOLLOWING (1) TO TEACH SELECTED PERSONNEL TO DEVELOP COMPETENCY-BASED CURRICULUM PACKAGES, (2) TO DEVELOP 10 CURRICULUM PACKAGES, IN THE AREAS OF AUTO BODY, BANK TELLER, CARPENTRY, CASHIER CHECKER, CHILD CARE, DENTAL ASSISTANT, FOOD PREPARATION, MACHINE SHOP, SECRETARIAL, AND TRACTOR MECHANIC, AND (3) TO DETERMINE THE USABILITY OF MODULES. DOMAIN STUDY, STATE-OF-THE-ART, TASK BOOKLET, FIELD REVIEW CATALOG, AND FINAL CATALOG OF OBJECTIVES AND CRITERION REFERENCED MEASURES WERE DEVELOPED IN SIX OF THE CURRICULUM AREAS. FOUR HANDBOOKS WERE DEVELOPED. DEVELOPMENT OF KENTUCKYS MODEL FOR INDIVIDUALIZED MODULES, DEVELOPMENT OF VOCATIONAL EDUCATION MODULES, DEVELOPMENT OF THE INSTRUCTORS MANUAL, AND MANAGEMENT HANDBOOK. A SLIDE-TAPE PRESENTATION WAS DEVELOPED FOR CURRICULUM WRITERS AND TEACHERS TO USE AS A BASIS FOR DEVELOPING SLIDES AND TAPES TO SUPPLEMENT THE MODULES. AN 8-WEEK WORKSHOP WAS CONDUCTED TO DEVELOP INDIVIDUALIZED MODULES IN THE 10 AREAS. DURING THE PROJECT APPROXIMATELY 500 MODULES WERE COMPLETED. CONSULTATIVE SERVICES, WORKSHOPS, AND INSERVICE TRAINING WERE PROVIDED TO LOCAL SCHOOL DISTRICTS, AREA VOCATIONAL SCHOOLS, AND INSTITUTIONS OF HIGHER LEARNING. MODULES DEVELOPED WERE FIELD TESTED IN 20 SCHOOLS IN KENTUCKY. APPENDED TO THE REPORT ARE COPIES OF EACH OF THE FOUR HANDBOOKS DEVELOPED, A COPY OF THE MODULE EVALUATION FORM AND OF THE FIELD TEST OBSERVATION RECORD, AND SEVERAL WORKSHOP AGENDAS. (JT)
ERIC: ED137521

740 COMPETENCY-BASED WORK EXPERIENCE/EXPLORATION CONTRACT PROGRAM. FINAL REPORT. 28 MAY 76
LOS ANGELES UNIFIED SCHOOL DISTRICT, CALIF. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEG-0-74-1674
NOTES: 362P.; THE APPENDIX SECTION OF THIS DOCUMENT IF OF MARGINAL REPRODUCIBILITY. BEST COPY AVAILABLE.
WORK EXPERIENCE PROGRAMS, RESEARCH PROJECTS, SECONDARY EDUCATION, JOB DESCRIPTIONS, PROGRAM EVALUATION, QUESTIONNAIRES, SCHOOL DISTRICTS, SCHOOL SURVEYS, JOB SKILLS, SCHOOL COMMUNITY RELATIONSHIP
DETAILED IN THIS REPORT IS A RESEARCH STUDY TO DEVELOP AND PILOT TEST 60 COMPETENCY-BASED WORK EXPERIENCE/EXPLORATION CONTRACT MODELS APPROPPIATE FOR SECONDARY SCHOOL STUDENTS. OBJECTIVES WERE TO (1) DESIGN A VARIETY OF WORK EXPERIENCES IN CONCERT WITH BUSINESS, INDUSTRY, GOVERNMENT AGENCIES, AND CIVIC ORGANIZATIONS; (2) DETERMINE WHICH FACTORS LEAD TO THE SATISFACTION OF STUDENTS, EMPLOYERS, AND SCHOOL PERSONNEL; (3) DETERMINE THE COST OF IMPLEMENTING THE MODEL; AND (4) SUGGEST PROCEDURES FOR LARGE-SCALE IMPLEMENTATION OF CAREER TRAINING. FIFTY-EIGHT STUDENTS FROM FIVE HIGH SCHOOLS WERE PLACED IN 52 DIFFERENT POSITIONS WITH 33 PARTICIPATING EMPLOYERS. THE MAJORITY WERE TRAINED ON A SCHEDULE OF TWO OR THREE DAYS A WEEK FOR TWO TO THREE HOURS AND RECEIVED HIGH SCHOOL CREDIT. PRETEST AND POSTTEST QUESTIONNAIRE SURVEYS OF STUDENTS, THEIR IMMEDIATE TRAINING SUPERVISORS, AND THE SCHOOL COORDINATOR PROVIDE INFORMATION FOR EVALUATION OF THE PROGRAM, AND THIS DATA CONSTITUTES THE MAJOR PORTION OF THE DOCUMENT. ALL STUDENT RESPONDENTS EVALUATED THE PROGRAM AS BEING VERY SATISFACTORY OR SATISFACTORY. EMPLOYERS GENERALLY FELT THAT A LONGER PLACEMENT, BETTER COUNSELING, AND BETTER SCREENING PROCEDURES WOULD BE HELPFUL. THE DOCUMENT INCLUDES A LISTING OF 32 JOB DESCRIPTIONS FOR THE TRAINING POSITIONS, SURVEY INSTRUMENTS AND RESPONSES, NAMES OF THE PARTICIPATING EMPLOYERS, AND AN EVALUATION SUMMARY REPORT. (RG)
AIM/ARM: VT103350

741 THE COMPLICATED PROCESS OF ESTABLISHING GOALS FOR EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS 1975
HIGGINS, J.M.
PERSONNEL JOURNAL, VOL.54, NO.12, DEC 1975, P. 631-636.
EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, GOALS AND OBJECTIVES, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MINORITIES
PROBLEMS AND POSSIBLE SOLUTIONS FOR EQUAL EMPLOYMENT OPPORTUNITY IN UTILIZATION ANALYSIS AND EMPLOYMENT GOAL- SETTING ARE DISCUSSED.
MGMT: PEJ7540631

742 COMPONENTS OF ACHIEVEMENT MOTIVATION AS PREDICTORS OF POTENTIAL FOR ECONOMIC CHANGE, VOLUME I. JUL 71
VEROFF, JOSEPH;AND OTHERS
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 200P.; VOLUME II AVAILABLE AS PB-202 825 (CE000200)
EXPECTATION, JOB TRAINING, LABOR MARKET, MEASUREMENT, MOTIVATION, PERSONALITY ASSESSMENT, PREDICTION, PREDICTIVE MEASUREMENT
THE MAJOR GOAL OF THIS RESEARCH STUDY WAS THE IDENTIFICATION AND VALIDATION OF MEASURES OF COMPONENTS OF PERSONAL ACHIEVEMENT ORIENTATIONS THAT CAN BE USED IN THE JOB TRAINING PROGRAM CONTEXT. THE GUIDING CONCEPTIONS FOR THE RESEARCH WERE BASED ON ATKINSONS THEORY OF ACHIEVEMENT MOTIVATION, GURINS INVESTIGATIONS OF EXPECTANCIES, AND MEASUREMENT GUIDELINES OF PSYCHOMETRIC THEORY. THE FOCUS OF THIS STUDY WAS PRIMARILY ON THE IDENTIFICATION AND MEASUREMENT OF INDIVIDUAL PERSONALITY CHARACTERISTICS WHICH MAY PLAY AN IMPORTANT ROLE IN A JOB TRAINEES CAPACITY TO OBTAIN AND MAINTAIN EMPLOYMENT. (NTIS)
ERIC: ED081929 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 824, MF $1.45, HC $3.00)

743 COMPONENTS OF ACHIEVEMENT MOTIVATION AS PREDICTORS OF POTENTIAL FOR ECONOMIC CHANGE, VOLUME II. JUL 71
VEROFF, JOSEPH;AND OTHERS
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 78P.; VOLUME I AVAILABLE AS PB-202 824 (CE000159)
EXPECTATION, JOB TRAINING, LABOR MARKET, MEASUREMENT, MOTIVATION, PERSONALITY ASSESSMENT, PREDICTION, PREDICTIVE MEASUREMENT
VOLUME I IS THE NARRATIVE AND STATISTICAL ACCOUNT OF A STUDY IDENTIFYING AND MEASURING INDIVIDUAL CHARACTERISTICS WHICH MAY INFLUENCE A JOB TRAINEES CAPACITY TO OBTAIN AND MAINTAIN SUCCESSFUL EMPLOYMENT. (CE000159). THIS IS VOLUME II WHICH CONTAINS APPENDIX MATERIALS APPENDIX A-INTERVIEW, B-JOB HISTORY, C-BEHAVIOR INSTRUCTIONS AND SCORE SHEET, D-RESPONDENT LETTERS, E-REPLICATION OF SOMMERFIELD RESEARCH (1969). (MS)
ERIC: ED081968 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 825, MF $1.45, HC $3.00)

744 A COMPOSITE FORECASTING METHODOLOGY FOR MANPOWER PLANNING UTILIZING OBJECTIVE AND SUBJECTIVE CRITERIA 1975
DRANDELL, M.
ACADEMY OF MANAGEMENT JOURNAL, VOL.18, NO.3, SEPT 1975, P. 510-519. BIBLIOG. 9
DELPHI TECHNIQUE, EMPLOYMENT POLICY, FORECASTING, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, QUANTITATIVE METHODS
EXPONENTIAL SMOOTHING, A METHOD OF WEIGHTED AVERAGES, IS USED TO ANALYZE PAST DATA AND CONSTRUCT A COMPOSITE FORECAST FOR MANPOWER PLANNING. IT IS FOUND FAR SUPERIOR TO STANDARD METHODS OF SUBJECTIVE ESTIMATES BY EXPERTS. APPLICATIONS INCLUDE DETERMINING SUITABLE LEVELS OF PERSONNEL TO HANDLE PRESENT AND FUTURE CONTRACTS BETWEEN GOVERNMENT AND INDUSTRY.
MGMT: AMJ7590510

745 COMPOSITOR (PRINT. AND PUB.) I 973.381 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, COMPOSITOR PRINTING AND PUBLISHING, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED060090

746 A COMPREHENSIVE ASSESSMENT OF THE PROBLEMS AND CHARACTERISTICS OF THE NEIGHBORHOOD YOUTH CORPS ENROLLEES A PILOT INVESTIGATION. FINAL REPORT. 1 MAR 69
ECKERMAN, WILLIAM C.;AND OTHERS
RESEARCH TRIANGLE INST., DURHAM, N.C. STATISTICS RESEARCH DIV.
NOTES: 433P.
ABILITY, DISADVANTAGED YOUTH, EDUCATIONAL NEEDS, JOB SKILLS, LEARNING MOTIVATION, OUT OF SCHOOL YOUTH, PARTICIPANT CHARACTERISTICS, PROGRAM EVALUATION, REHABILITATION PROGRAMS, WORK ATTITUDES, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NORTH CAROLINA
A STUDY WAS MADE OF PROBLEMS AND CHARACTERISTICS OF NEIGHBORHOOD YOUTH CORPS ENROLLEES IN NORTH CAROLINA AND RECOMMENDATIONS MADE FOR PROGRAM DEVELOPMENT AND RESEARCH. A SURPRISINGLY HIGH NUMBER (ABOUT 21%) SHOW CLEAR EVIDENCE OF SUFFICIENT ABILITY FOR COMPLETING HIGH SCHOOL OR ENTERING COLLEGE: 35% ARE GOOD CANDIDATES FOR MANPOWER TRAINING PROGRAMS: AND WITH EXTENSIVE REMEDIAL EDUCATION A SIZABLE NUMBER MAY BE ABLE TO FINISH HIGH SCHOOL. FORTY-THREE PERCENT ARE SERIOUSLY DEFICIENT IN BASIC SCHOOL SUBJECTS (LESS THAN GRADE 6) AND NEED COMPREHENSIVE REHABILITATIVE SERVICES: SPECIALIZED TRAINING PROGRAMS COMBINING JOB SKILL TRAINING WITH JOB RELATED EDUCATIONAL UPGRADING, SUCH AS IS FOUND IN WORK TRAINING IN INDUSTRY PROGRAMS, IS PROBABLY MOST APPROPRIATE FOR THEM. RECOMMENDATIONS INCLUDE SUBSIDIES FOR SKILLED IN-SCHOOL ENROLLEES TO HELP THEM REMAIN IN SCHOOL, CAREFUL TESTING, REHABILITATIVE SERVICES, TIES WITH UPWARD BOUND, NOTA, AND OTHER RELEVANT PROGRAMS, REQUIRED REMEDIAL EDUCATION, EMPHASIS ON WORK TRAINING IN INDUSTRY, EXPANSION OF THE NUMBER OF HIGHER SKILL LEVEL JOBS, DENTAL CARE, AND CARE OF DEPENDENT CHILDREN. (EB)
ERIC: ED036774 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VA. 22151 (PB-183-080, MF $.65, HC $3.00)

747 THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT W 74
HOWE, CHARLES
NEW GENERATION:56:1:2-11
EMPLOYMENT PROGRAMS, FEDERAL AID, MANPOWER DEVELOPMENT, REVENUE SHARING, FEDERAL LEGISLATION, STATE GOVERNMENT, LOCAL GOVERNMENT, GOVERNMENT EMPLOYEES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, JOB CORPS
THE THRUST OF THE ACT IS TO MAKE AVAILABLE TO UNITS OF LOCAL AND STATE GOVERNMENT A PORTION OF THOSE MANPOWER TRAINING AND PUBLIC SERVICE EMPLOYMENT FUNDS THAT WERE FORMERLY DISBURSED BY THE DEPARTMENT OF LABOR UNDER A SYSTEM OF SOME 10,000 DIRECT GRANTS. (AUTHOR/JM)
ERIC: EJ103385

748 THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT. IMPACT ON PEOPLE, PLACES, PROGRAMS. AN INTERIM REPORT. 76
MIRENGOFF, WILLIAM;RINDLER, LESTER
FORD FOUNDATION, NEW YORK, N.Y.; NATIONAL ACADEMY OF SCIENCES - NATIONAL RESEARCH COUNCIL, WASHINGTON, D.C. ASSEMBLY OF BEHAVIORAL AND SOCIAL SCIENCES.
NOTES: 189P.; STAFF PAPER PREPARED FOR THE COMMITTEE ON EVALUATION OF EMPLOYMENT AND TRAINING PROGRAMS, NATIONAL ACADEMY OF SCIENCES
CITY GOVERNMENT, DECENTRALIZATION, DELIVERY SYSTEMS, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, JOB TRAINING, LABOR LEGISLATION, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, NATIONAL SURVEYS, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, PUBLIC POLICY, STATE PROGRAMS, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, UNITED STATES
PART OF A LARGER STUDY OF THE SOCIAL, ECONOMIC, AND POLITICAL EFFECTS OF THE NEW FEDERAL APPROACH TO DELIVERY OF MANPOWER SERVICES, THIS REPORT COVERS THE EARLY TRANSITION PERIOD (JANUARY-APRIL 1975) OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA--P.L. 93-203), WHICH WAS THE FIRST IN A SERIES OF PROPOSED SPECIAL REVENUE-SHARING BILLS TRANSFERRING CONTROL OVER A LARGE PORTION OF FEDERAL REVENUES TO STATE AND LOCAL JURISDICTION FOR FLEXIBLE USE IN LIEU OF A VARIETY OF CATEGORICAL FEDERAL MANPOWER PROGRAMS. METHODOLOGY DESCRIBED FOR THIS PHASE OF THE STUDY CONSISTED OF A SERIES OF INTERVIEWS BY 20 RESIDENT FIELD RESEARCH ASSOCIATES SELECTED TO FOLLOW THE IMPLEMENTATION AND OPERATION OF CETA FOR THREE YEARS IN A SAMPLE OF 29 UNITS OF GOVERNMENT THAT ENCOMPASS ALL TYPES OF PRIME SPONSORS (SIX CITIES, NINE COUNTIES, NINE CONSORTIA, AND FOUR STATES) AND REPRESENT VARIATIONS IN POPULATION AND DEGREE OF UNEMPLOYMENT. FOCUS IS ON SIX SUBSTANTIVE CONCERNS IN TITLE I (COMPREHENSIVE MANPOWER SERVICES) (1) DISTRIBUTION OF RESOURCES, (2) PLANNING PROCESS, (3) ADMINISTRATIVE PROCESS, (4) ARRANGEMENTS FOR DELIVERING SERVICES TO PROGRAM CLIENTS, (5) MIX OF MANPOWER PROGRAMS, AND (6) TYPE OF PEOPLE SERVED. ONE CHAPTER IS DEVOTED TO EACH CONCERN, EACH WITH A 2-PAGE SUMMARY, AND ONE CHAPTER PROVIDES AN OVERVIEW OF CETA IN THE CONTEXT OF DECATEGORIZATION AND DECENTRALIZATION. A LIST OF MANPOWER ACRONYMNS, STATISTICAL TABLES, AND A BIBLIOGRAPHY IS APPENDED. (WL)
ERIC: ED131269 PRINTING AND PUBLISHING OFFICE, NATIONAL ACADEMY OF SCIENCES, 2101 CONSTITUTION AVENUE, WASHINGTON, D. C. 20418 (0-309-02443-9, $6.00)

749 A COMPREHENSIVE EVALUATION OF THE COMMUNITY ACTION PROGRAM IN AUSTIN AND TRAVIS COUNTY, TEXAS. FINAL REPORT. DEC 69
TRACOR INC., AUSTIN, TEX.
NOTES: 767P.; 4 VOLUMES
ANALYSIS OF VARIANCE, ANCILLARY SERVICES, CHILD CARE, COMMUNITY ACTION, DEMOGRAPHY, ETHNIC GROUPS, JOB PLACEMENT, MANPOWER DEVELOPMENT, OLDER ADULTS, POVERTY PROGRAMS, PROGRAM EVALUATION, SOCIAL SERVICES, STATISTICAL DATA, UNEMPLOYMENT, URBAN AREAS, WELFARE RECIPIENTS, AUSTIN (TEXAS)
PRODUCED IN FOUR PARTS, THIS REPORT COVERS A STUDY OF POOR PEOPLE IN AUSTIN, TEXAS,

(CONT.)

749 BEGUN IN 1967. INITIAL RESEARCH EFFORTS DEFINED THE PROBLEM AND IDENTIFIED THE POPULATION TO BE STUDIED. AN INTERIM REPORT WAS THEN MADE ON THE FIRST YEARS FINDINGS. THIS INVOLVED EVALUATING SOME OF THE COMMUNITY ACTION PROGRAMS (CAP) AND IDENTIFYING AND ANALYZING THE POVERTY SYNDROME IN AUSTIN. A CHANGE IN THE FOCUS OF STUDY WAS THEN MADE: MORE EMPHASIS WAS TO BE PUT ON EVALUATING CAP EFFECTIVENESS. CONSIDERATION WAS GIVEN TO SUCH ASPECTS AS ORGANIZATIONAL DEVELOPMENT: INTEGRATION OF CAP INTO THE AUSTIN WELFARE NETWORK: PROVISIONS FOR MAXIMUM FEASIBLE NEIGHBORHOOD PARTICIPATION: COMMUNICATION AMONG MEMBERS OF THE HUMAN OPPORTUNITIES CORPORATION: LEGAL AID, DAY CARE, AND OTHER NON CAP POVERTY PROGRAMS: INFORMATION AND REFERRAL SYSTEMS: PERSONAL AND FAMILY CHARACTERISTICS OF THE POOR: THE FOSTER GRANDPARENTS PROGRAM: UNEMPLOYMENT AND UNDEREMPLOYMENT: CAP IMPACT ON CLIENTS INCOMES: AND AN ECONOMIC PROFILE OF THE TRAVIS COUNTY, TEXAS, METROPOLITAN AREA. (INCLUDED ARE AN APPENDIX AND 272 TABLES AND FIGURES.) (AUTHOR/LY)
ERIC: ED040315 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-188-328 THROUGH PB-188-331, EACH PRICED AT MF $0.65, HC $3.00)

750 COMPREHENSIVE FAMILY-CENTERED TRAINING PROGRAMS FIVE COMPARATIVE CASE STUDIES. EVALUATION OF THE MOUNTAIN-PLAINS EDUCATION + ECONOMIC DEVELOPMENT PROGRAM, INC. MAY 77
BALE, RICHARD L.:SPRAGUE, C. FREMONT
ABT ASSOCIATES, INC. CAMBRIDGE, MASS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C. EDUCATION AND WORK GROUP.
NOTES: 358P.: CERTAIN PAGES (59, 112, 203, 206, 209, 213, 216, AND LAST TWO UNNUMBERED) MAY NOT REPRODUCE WELL BECAUSE OF SMALL PRINT SIZE OF ORIGINAL
ANCILLARY SERVICES, CASE STUDIES, COMPARATIVE ANALYSIS, ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, EMPLOYMENT SERVICES, EXPENDITURES, FAMILY PROGRAMS, FINANCIAL SUPPORT, JOB TRAINING, MANPOWER DEVELOPMENT, MIGRANT WORKERS, OFF THE JOB TRAINING, ORGANIZATION, PARTICIPANT CHARACTERISTICS, PROGRAM COSTS, PROGRAM DESCRIPTIONS, RESIDENTIAL PROGRAMS, RESOURCE ALLOCATIONS, RURAL FAMILY, SEASONAL LABORERS, SOCIOECONOMIC INFLUENCES, UNIT COSTS, VOCATIONAL TRAINING CENTERS
THE MOUNTAIN-PLAINS EDUCATION + ECONOMIC DEVELOPMENT PROGRAM, WHICH EXEMPLIFIES THE COMPREHENSIVE, RESIDENTIAL FAMILY-CENTERED APPROACH TO SERVING THE ECONOMICALLY DISADVANTAGED, WAS COMPARED TO FOUR SIMILAR PROGRAMS IN THE UNITED STATES ARIZONA JOB COLLEGES (AJC) IN ARIZONA: MADERA EMPLOYMENT TRAINING CENTER (METC) IN CALIFORNIA: MANPOWER, EMPLOYMENT AND TRAINING (MET) IN TEXAS: AND MIGRANT AND SEASONAL FARMWORKERS ASSOCIATION (MSFA) IN NORTH CAROLINA. THESE PROGRAMS SHARED FOUR BASIC CHARACTERISTICS TARGET POPULATION--RURAL POOR FAMILIES: MISSION--IMPROVE THE EMPLOYABILITY, LIFE SATISFACTION, AND PRODUCTIVE OUTPUT OF DISADVANTAGED FAMILIES: LOCATION--RURAL: AND RESIDENTIAL TRAINING--HOUSING FOR PARTICIPANT FAMILIES LOCATED AT THE TRAINING SITE. VIA SITE VISITS, THE PROGRAMS WERE COMPARED IN TERMS OF FIVE BROAD CATEGORIES OF ORGANIZATIONAL CHARACTERISTICS HISTORICAL AND GEOGRAPHICAL ASPECTS, ORGANIZATIONAL STRUCTURE, SERVICE AREAS AND PROGRAM PROCESSES, RESOURCE ALLOCATIONS, AND SERVICE UNITS AND THEIR ASSOCIATED COSTS. IT WAS FOUND THAT THE PROGRAMS FOLLOWED THREE FUNDAMENTALLY DIFFERENT APPROACHES TO REHABILITATING THE POOR. AJC, MSFA, AND MP REPRESENTED THE MOST COMPREHENSIVE APPROACH, BALANCING JOB SKILL TRAINING WITH A BROAD ARRAY OF SUPPORTIVE SERVICES AND TRAINING FOR ALL FAMILY MEMBERS. SUBSTANTIAL DIFFERENCES WERE FOUND IN THE CHARACTERISTICS OF PROGRAM PARTICIPANTS, ORGANIZATIONAL STRUCTURE, AND COSTS INCURRED BY THE PROGRAMS. (NQ)
ERIC: ED139593

751 COMPREHENSIVE INTEGRATED REPORT OF THE TEN INDIAN CENTERS VISITED DURING PHASE I OF CONTRACT NO. 20-51-76-53. BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN MANPOWER PROGRAMS. 25 MAR 77
LIBAW, FRIEDA, COMP.:AND OTHERS
NATIVE AMERICAN CONSULTANTS, INC., ARLINGTON, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. OL-20-51-76-53
NOTES: 227P.: THE N.A.C.I./COMPRENETICS INTERVIEW GUIDE MAY NOT REPRODUCE WELL DUE TO SMALL PRINT SIZE OF ORIGINAL DOCUMENT
ANCILLARY SERVICES, ANNOTATED BIBLIOGRAPHIES, EDUCATIONAL OBJECTIVES, EMPLOYMENT PROGRAMS, FILM PRODUCTION, FOLLOWUP STUDIES, JOB DEVELOPMENT, JOB PLACEMENT, LITERATURE REVIEWS, MANPOWER DEVELOPMENT, MODELS, NONRESERVATION AMERICAN INDIANS, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, RECRUITMENT, TRAINING, URBAN AREAS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT TITLE III
CONSOLIDATING 1976 SURVEY FINDINGS RE THE 10 COMPREHENSIVE EMPLOYMENT TRAINING ACT (CETA) TITLE III URBAN INDIAN PRIME SPONSORS, THIS DOCUMENT FOCUSES UPON THE DEVELOPMENT OF 4 CETA MODELS AIMED AT CETA OBJECTIVES AND PROVIDING BACKGROUND INFORMATION FOR DEVELOPMENT OF CETA FILMS TO TRAIN PRIME SPONSOR STAFF. BASED ON SITE VISIT INTERVIEWS AND RESPONSES TO A STANDARDIZED QUESTIONNAIRE, THE EVALUATION OF THE PRIME SPONSORS (DALLAS, WICHITA, LOS ANGELES, PHOENIX, PORTLAND, SEATTLE, BISMARK, BUFFALO, MINNEAPOLIS, AND BOSTON) REFLECTS THE NEED FOR MANAGEMENT TRAINING PROCEDURES AND TECHNIQUES AMONG THE STAFF OF PRIME SPONSORS. RESULTS OF A LITERATURE SEARCH OF TWO COMPUTERIZED DATA BASES FOR THE PERIOD 1972-76 ARE ANALYZED IN TERMS OF THE DEVELOPMENT OF THE 4 CETA MODELS (AN ANNOTATED BIBLIOGRAPHY OF THE 67 DOCUMENTS FOUND TO BE OF VALUE IS APPENDED). THE FOUR MODELS ARE IDENTIFIED AS (1) OUTREACH AND RECRUITMENT: (2) TRAINING, EMPLOYMENT, AND SUPPORT SERVICES: (3) JOB DEVELOPMENT AND PLACEMENT: AND (4) FOLLOW-UP. A PROPOSED PLAN FOR PHASE II OF THE CETA URBAN INDIAN PRIME SPONSORS IS ALSO INCLUDED (A TABULATED TIME-LINE IS PRESENTED FOR PHASE II DEVELOPMENT OF THE FILMS).

(CONT.)
751 (JC)
ERIC: ED144759

752 COMPREHENSIVE MANPOWER PLAN, FISCAL YEAR 1977, STATE OF ALASKA 1977
MCVAUGH, ARMONTE;SCHONFELDT, REED R. R. JR;WOODRUFF, STEPHEN K.;WEIMER
ALASKA OFFICE OF THE GOVERNOR, JUNEAU. MANPOWER DIV.
NOTES: 187P
MANPOWER UTILIZATION, ALASKA, PROJECT PLANNING, UNDEREMPLOYMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, NTISSLLC
THE PURPOSE OF THE COMPRHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) PROGRAM IN THE ALASKA BALANCE OF STATE AREA IS TO DESIGN AND DELIVER TRAINING PROGRAMS FOR UNEMPLOYED, ECONOMICALLY DISADVANTAGED, AND UNDEREMPLOYED ALASKANS. THESE PROGRAMS WILL OFFER THE FIELD RANGE OF EMPLOYMENT SERVICES FROM RECRUITMENT TO PLACEMENT IN UNSUBSIDIZED JOBS.
NTIS: PB-269 307/5ST NTIS PRICES PC A09/MF A01

753 A COMPREHENSIVE REPORT AND EVALUATION SURVEY OF THE ALTERNATE OPPORTUNITY CONFERENCE. 14 AUG 68
ADAPT, A PACE SUPPLEMENTARY EDUCATIONAL CENTER, VISALIA, CALIF. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 46P.
ANGLO AMERICANS, CONFERENCES, CONTINUATION STUDENTS, EMPLOYMENT INTERVIEWS, JOB APPLICATION, MEXICAN AMERICANS, NEGRO STUDENTS, OCCUPATIONAL INFORMATION
THE ADAPT SUPPLEMENTARY EDUCATIONAL CENTER IS A TITLE III ELEMENTARY AND SECONDARY EDUCATION ACT PACE CENTER FUNDED FOR THE PURPOSE OF ENCOURAGING EDUCATIONAL CHANGE AND ENCOURAGING RELEVANT ACTIVITIES IN THE EDUCATIONAL PROGRAMS IN ITS SERVICE AREA. DURING 1967-68, ONE OF THE ACTIVITIES IN THE ADAPT APPLICATION CALLED FOR FOUR CONFERENCES FOR STUDENTS. THE ALTERNATE OPPORTUNITY CONFERENCES WERE CONDUCTED FOR THE PURPOSE OF DEMONSTRATING ONE METHOD OF HELPING TO PREPARE CONTINUATION HIGH-SCHOOL STUDENTS FOR THE WORLD OF WORK. THE STRATEGY ADOPTED WAS TO PLACE STUDENTS IN DIRECT CONTACT WITH PERSONNEL RECRUITERS FROM INDUSTRY IN A REALISTIC JOB SEEKING SETTING. THEY WOULD BE INFORMED ABOUT THE ALTERNATIVES OPEN TO THEM AND, AT THE SAME TIME, BE PROVIDED WITH EXPERIENCES IN SEEKING POSITIONS. APPENDED ARE (A) AN ANNOUNCEMENT BROCHURE; (B) ALTERNATE OPPORTUNITY CONFERENCE PROGRAM PLANNING (C) AN EVALUATION OF THE CONFERENCE; (D) LETTERS OF SUPPORT; (E) A ROSTER OF ADULT PARTICIPANTS; AND (F) THE FINANCIAL REPORT. (AUTHOR)
ERIC: ED026657

754 A COMPREHENSIVE SYSTEM FOR THE EVALUATION OF INDIVIDUALIZED MANPOWER TRAINING SITES. FINAL REPORT. SEP 76
SEAY, DONNA M.
TECHNICAL EDUCATION RESEARCH CENTER, MONTGOMERY, ALA. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.; FLORIDA STATE DEPT. OF EDUCATION, TALLAHASSEE. DIV. OF VOCATIONAL, TECHNICAL AND ADULT EDUCATION.
NOTES: 142P.
COMPUTER ORIENTED PROGRAMS, ELECTRONIC DATA PROCESSING, EVALUATION METHODS, INDIVIDUALIZED PROGRAMS, INSTRUCTIONAL SYSTEMS, PROGRAM EVALUATION, RESOURCE CENTERS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, FLORIDA
A 1-YEAR STUDY WAS CONDUCTED TO IMPLEMENT A COMPUTERIZED DATA SYSTEM FOR THE COMPREHENSIVE EVALUATION OF INDIVIDUALIZED MANPOWER TRAINING SYSTEM (IMTS) LEARNING RESOURCE CENTERS (LRCS). DATA FOR THE SYSTEM WERE COLLECTED BY THE ADMINISTRATION OF STUDENT, STAFF, AND CENTER SUMMARY FORMS ESPECIALLY DESIGNED FOR THE PURPOSE BY THE UNIVERSITY OF WEST FLORIDA. ORIGINAL PLANS WERE TO COLLECT DATA AT EIGHT IMTS AND THREE CONTROL SITES. DATA FROM FIVE IMTS AND TWO CONTROL SITES ENTERED THE SYSTEM. ALL COMPLETED FORMS WERE SENT TO THE FLORIDA VOCATIONAL TECHNICAL ADULT EDUCATION (VTAE) COMPUTER SERVICE CENTER AT ST. PETERSBURG WHERE THE DATA WAS KEYPUNCHED AND MACHINE-STORED. A COPY OF THE PUNCH CARD DECK WAS SENT TO BALTIMORE, MARYLAND, WHERE THE ANALYSIS PROGRAMS FOR THE SYSTEM WERE DESIGNED, WRITTEN, AND EXECUTED. IN GENERAL IT WAS FOUND THAT THE INSTALLATION OF THE IMTS PROCEDURES AT THE FIVE LRCS WERE SUFFICIENTLY UNIFORM TO PERMIT MEANINGFUL COMPARISON AMONG THE SITES. IF IT IS TAKEN INTO ACCOUNT THAT THIS FIRST RUN OF THE DATA SYSTEM MUST BE VIEWED AS MUCH AN EVALUATION OF THE SYSTEM ITSELF AS IT WAS AIMED AT EVALUATING THE IMTS PROGRAMS, THEN THE OVERALL OUTCOME OF THE EXPERIENCE CAN BE RATED AS HIGHLY POSITIVE. (THE REPORT CONTAINS CHAPTERS ON DESCRIPTION OF THE IMTS SYSTEM, ASPECTS OF EVALUATION SYSTEM DESIGN AND IMPLEMENTATION, DATA COLLECTION PROCEDURES, RESULTS OF IMPLEMENTATION, AND SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS. APPROXIMATELY HALF OF THE CONTENTS ARE APPENDIXES OF RELATED MATERIALS, E.G., LIST OF IMTS TRAINING PACKAGES, DATA COLLECTION FORMS, SOFTWARE FOR THE ANALYSIS OF THE COMPUTERIZED DATA SYSTEM, AND RAW DATA OF IMTS SITE SUMMARY FILE.) (AUTHOR/JT)
ERIC: ED137517

755 COMPRESSION-MOLDING-MACHINE TENDER (FABRIC. PLASTICS PROD.) 556.885--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. OCT 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COMPRESSION MOLDING MACHINE TENDER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

(CONT.)

755 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063403

756 COMPUTER JOB MATCHING -- HOW AND HOW WELL NOV 70
HUBER, GEORGE P.;ULLMAN, JOSEPH C.
MANPOWER;2;11;2-6
DISADVANTAGED GROUPS, ELECTRONIC DATA PROCESSING, INFORMATION NETWORKS, JOB DEVELOPMENT, JOB PLACEMENT, LABOR MARKET, NATIONAL PROGRAMS
DESCRIBES THE DEVELOPMENT OF A WIDESPREAD SYSTEM OF JOB BANKS AND SEVERAL TRIAL COMPUTERIZED MATCHING SYSTEMS AS A BASIS FOR A FUTURE NATIONAL MATCHING NETWORK OF JOB OPENNINGS AND APPLICANTS. (BH)
ERIC: EJ028192

757 COMPUTER SIMULATION: A TRAINING TOOL FOR MANPOWER MANAGERS 1975
MILKOVICH, G.T.; MAHONEY, T.A.
PERSONNEL JOURNAL, VOL.54, NO.12, DEC 1975, P. 609-612 +.
COMPUTER, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT TRAINING, PLANNING, SIMULATION
A COMPUTER SIMULATION MODEL FOR DEVELOPING SKILLS OF MANPOWER MANAGEMENT CAN BE UTILIZED EFFECTIVELY IF ONE IS AWARE OF THE ACCOMPANYING ADVANTAGES AND DISADVANTAGES.
MGMT: PEJ7540609

758 A COMPUTER SUPPORT SYSTEM FOR LARGE-SCALE MANPOWER PLANNING MAR 74
NIEHAUS, R. J.;SHOLTZ, D.
OFFICE OF CIVILIAN MANPOWER MANAGEMENT (NAVY) ARLINGTON VA
NOTES: NP-155-359;RF55-521
CIVILIAN PERSONNEL, MANPOWER UTILIZATION, CAMAS(COMPUTER ASSISTED MANPOWER ANALYSIS SYSTEM), COMPUTER ASSISTED MANPOWER ANALYSIS SYSTEM, NTISDCON
THE PAPER DISCUSSES THE COMPUTER SOFTWARE SYSTEM FOR MANPOWER PLANNING DEVELOPED BY THE NAVY DEPARTMENTS OFFICE OF CIVILIAN MANPOWER MANAGEMENT. FIRST, THE PROBLEM IS DISCUSSED, FOLLOWED BY A DESCRIPTION OF THE FORMULATION OF THE MODEL FOR RECRUITING REQUIREMENTS PLANNING. THEN, A DESCRIPTION OF THE SYSTEM FLOW IS GIVEN, STARTING WITH THE SOURCES OF INPUT DATA, MOVING TO THE VARIOUS INTERMEDIATE PROCESSING SUBSYSTEMS, AND CLOSING WITH THE MODEL MATRIX GENERATOR AND OUTPUT PROCESSING. EXAMPLES OF THE VARIOUS SYSTEM OUTPUTS AND UNDERLYING MODEL STRUCTURES ARE GIVEN. THE FINAL SECTION OF THE PAPER DESCRIBES VARIOUS OPERATIONAL AND RESEARCH APPLICATIONS WHICH HAVE BEEN COMPLETED OR WHICH ARE CONTEMPLATED. (AUTHOR)
NTIS: AD-781 890/9 NTIS PRICES PC$3.25/MF$1.45

759 COMPUTER-ASSISTED SYNTHESIS OF PSYCHOMETRIC DATA IN VOCATIONAL COUNSELING. 31 AUG 68
WEISS, DAVID J.
AMERICAN PSYCHOLOGICAL ASSOCIATION, WASHINGTON, D.C. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 12P.; PAPER PRESENTED AT THE AMERICAN PSYCHOLOGICAL ASSOCIATION CONVENTION, SAN FRANCISCO, CALIFORNIA, AUGUST 30 THROUGH SEPTEMBER 3, 1968.
CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, COMPUTERS, COMPUTER SCIENCE, INDIVIDUAL CHARACTERISTICS, INFORMATION PROCESSING, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PERSONALITY ASSESSMENT, VOCATIONAL COUNSELING
THIS PAPER PROPOSES COMPUTER ASSISTANCE IN THE SYNTHESIS OPERATION OF VOCATIONAL COUNSELING. THE GOAL OF VOCATIONAL COUNSELING IS TO MATCH THE CLIENT WITH A VOCATION IN WHICH HE WILL BE BOTH SATISFIED AND SATISFACTORY. THE COMPUTER WOULD, THROUGH ITS RAPID SCANNING AND COMPUTATION, PRODUCE PROBABILITIES OF SATISFACTORINESS BASED ON (1) THE INDIVIDUALS UNIQUE PATTERN OF VOCATIONAL ABILITIES, AND (2) INDIVIDUAL DIFFERENCES IN ABILITY REQUIREMENTS OF VARIOUS OCCUPATIONAL ENVIRONMENTS. PROBABILITIES OF SATISFACTION WOULD BE BASED ON (1) THE INDIVIDUALS VOCATIONAL NEEDS, AND (2) INFORMATION ON THE REINFORCER CHARACTERISTICS OF VARIOUS OCCUPATIONAL ENVIRONMENTS. THESE FOUR LISTS OF POTENTIAL JOBS WOULD RESULT THOSE IN WHICH THE CLIENT WOULD BE (1) SATISFIED AND SATISFACTORY, (2) SATISFIED AND UNSATISFACTORY, SUGGESTING TRAINING, (3) UNSATISFIED BUT SATISFACTORY, AND (4) UNSATISFIED AND UNSATISFACTORY. THE COMPUTER COULD ALSO BE USED IN INDIVIDUALIZING ASSESSMENT TECHNIQUES WHICH PROVIDE THE BANKS OF DATA ON WHICH THE PROBABILITIES ARE CONSTRUCTED. THE ADVANTAGES WOULD BE TIME SAVING, INCREASED MOTIVATION, SIMULTANEOUS PREDICTION, CLARIFICATION OF RELIABILITY, AND THE GREATER AMOUNT OF INFORMATION AT THE COUNSELORS DISPOSAL. (BP)
ERIC: ED025787

760 THE COMPUTERIZED EDUCATIONAL GUIDANCE SYSTEM, EDGUYD MANUAL. 75
CASSEL, RUSSELL N.
NOTES: 40P.; FOR RELATED DOCUMENTS, SEE CG 010 987 TO 989, AND CG 010 996 SYSTEM

(CONT.)
760 DEVELOPED BY PSYCHOMETRIC AFFILIATES, MUNSTER, INDIANA
COLLEGE BOUND STUDENTS, COLLEGE CHOICE, COLLEGE ENVIRONMENT, COMPUTER ORIENTED PROGRAMS, EDUCATIONAL PLANNING, GUIDES, INFORMATION SYSTEMS, PERSONAL INTERESTS, POST HIGH SCHOOL GUIDANCE, POST SECONDARY EDUCATION, PROGRAM DESCRIPTIONS
THE COMPUTERIZED EDUCATIONAL GUIDANCE SYSTEM (EDGUYO) PERMITS ONE TO NARROW POST HIGH SCHOOL EDUCATIONAL PLANNING WHERE CONSIDERATION IS GIVEN TO ALL 1,448 4-YEAR COLLEGES AND UNIVERSITIES IN THE UNITED STATES. THIS, TO BE SURE, IS A FEAT NO HUMAN COUNSELOR IS CAPABLE OF WITHOUT A COMPUTER. THE EDUCATIONAL SUCCESS INDEX (ESI) IS THE MEANS USED BY EDGUYO TO NARROW POST HIGH EDUCATIONAL CHOICES FROM THE MANY (1,448) TO A FEW FOR MORE INTENSIVE STUDY UNDER GUIDANCE COUNSELOR. IT DOES THIS THROUGH A COMPUTER-BASED INTERROGATION OF THE INDIVIDUAL ONCE A TRIAL SCHOOL IS IDENTIFIED. THE ESI REVEALS THE DEGREE OF AGREEMENT BETWEEN INTERESTS AND DESIRES OF THE INDIVIDUAL AND THE SPECIFIC REQUIREMENTS OF SCHOOL IDENTIFIED. HOPEFULLY, THREE OR FOUR SCHOOLS WOULD BE IDENTIFIED WITH ESIS OF AVERAGE OR BETTER FOR MORE INTENSIVE STUDY. (AUTHOR)
ERIC: ED133644 PSYCHOMETRIC AFFILIATES, BOX 3L66, MUNSTER, INDIANA 4632L

761 THE COMPUTERIZED EDUCATIONAL GUIDANCE SYSTEM, VOCGUYO MANUAL. 75
CASSEL, RUSSELL N.
NOTES: 40P.; FOR RELATED DOCUMENTS, SEE CG 010 987 TO 989, AND CG 010 996 SYSTEM DEVELOPED BY PSYCHOMETRIC AFFILIATES, MUNSTER, INDIANA
CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, EDUCATIONAL GUIDANCE, GUIDES, INFORMATION SYSTEMS, MANUALS, OCCUPATIONAL GUIDANCE, PERSONAL INTERESTS, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION, TEST RESULTS, VOCATIONAL DEVELOPMENT
THE COMPUTERIZED VOCATIONAL GUIDANCE SYSTEM (VOCGUYO) IS DESIGNED PRIMARILY TO FOSTER CAREER MATURITY AND TO ASSIST INDIVIDUALS IN THEIR CAREER PLANNING. TO FOSTER CAREER MATURITY A WIDE VARIETY OF SEARCH AND SCREENING CRITERIA THAT ARE CRITICAL TO JOB SUCCESS ARE INTRODUCED, AND WHICH SERVE AS THE BASIS FOR CAREER GUIDANCE PURPOSES. THE CAREER SUCCESS INDEX (CSI) PROVIDED BY THE COMPUTER, AND WHICH IS ARRIVED AT THROUGH COMPUTER INTERROGATION IS THE MOST IMPORTANT ASPECT OF VOCGUYO. THE CSI REVEALS THE DEGREE OF AGREEMENT BETWEEN ONES INTERESTS, SPECIAL APTITUDES, WORK VALUES, AND SCHOOL SUCCESS IN COMPARISON TO REQUIREMENTS ATTRIBUTED TO SUCCESS FOR A SPECIFIC JOB AREA. HOPEFULLY, A PARTICIPANT SHOULD IDENTIFY FROM THREE TO FIVE JOB CAREER AREAS WITH A CSI OF AVERAGE OR BETTER, AND FOR WHICH MORE CONCENTRATED STUDY WOULD BE MADE UNDER THE SUPERVISION OF A GUIDANCE COUNSELOR. IF THE CSI IS HIGH IT MEANS THE INDIVIDUAL POSSESSES THE NECESSARY CONDITIONS FOR JOB SUCCESS. (AUTHOR)
ERIC: ED133643 PSYCHOMETRIC AFFILIATES, BOX 3166, MUNSTER, INDIANA 46321

762 THE COMPUTERIZED VOCATIONAL GUIDANCE SYSTEM (VOCGUYO). 75
CASSEL, RUSSELL N.
NOTES: 8P.; FOR RELATED DOCUMENTS, SEE CG 010 987 TO 989
COMPUTER ORIENTED PROGRAMS, EDUCATIONAL GUIDANCE, INFORMATION SYSTEMS, OCCUPATIONAL GUIDANCE, PERSONAL INTERESTS, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION, TEST RESULTS, VOCATIONAL APTITUDE, VOCATIONAL DEVELOPMENT
THE COMPUTERIZED VOCATIONAL GUIDANCE SYSTEM (VOCGUYO) IS DESIGNED PRIMARILY TO RELATE THE WORLD OF AN INDIVIDUAL TO THE WORLD OF WORK IN A MEANINGFUL YET COMPREHENSIVE MANNER. IT IS INTENDED FOR USE BY INDIVIDUALS IN THEIR OWN LIFE CAREER PLANNING, AND IS DESIGNED SPECIFICALLY TO PROVIDE A SCIENTIFIC MEANS FOR THE REDUCING OF CAREER PLANNING CHOICES FROM THE MANY TO THE FEW FOR MORE INTENSIVE STUDY WITH AN APPROPRIATELY QUALIFIED CAREER GUIDANCE COUNSELOR. IT SERVES AS AN EFFECTIVE VEHICLE TO FOSTER CAREER MATURITY IN INDIVIDUALS BY PROVIDING BOTH INFORMATION ABOUT (THROUGH CAI AUXILIARY GUIDANCE PROGRAMS) AND EXPERIENCE WITH (THROUGH USE OF SEARCH AND SCREENING CRITERIA) FUNDAMENTALS THAT ARE DEEMED TO BE PARAMOUNT AND CRITICAL TO REAL JOB SUCCESS. (AUTHOR)
ERIC: ED133652

763 COMPUTERS AND EMPLOYMENT IN DEVELOPING COUNTRIES 1976
BARON, C.
INTERNATIONAL LABOUR REVIEW, VOL.113, NO.3, MAY-JUNE 1976, P. 329-344. BIBLIOG. 30
COMPUTER, COMPUTER SERVICES, DEVELOPING COUNTRIES, INDUSTRIAL RELATIONS, LABOR MARKET, LABOR RELATIONS, MANAGEMENT, PUBLIC ADMINISTRATION, SOCIAL ISSUES, TECHNOLOGICAL CHANGE
SPECIAL CONDITIONS APPLY TO COMPUTER UTILIZATION IN DEVELOPING COUNTRIES. COMPUTER HARDWARE MUST BE USED SELECTIVELY AND WITH SUFFICIENT JUSTIFICATION TO PREVENT EXCESSIVE DISPLACEMENT OF CLERICAL AND MANAGERIAL EMPLOYEES. DESPITE SPECIAL PROBLEMS, IN THE LONG RUN THE EFFICIENCY OF COMPUTERS IS NECESSARY FOR ECONOMIC GROWTH AND EFFICIENT PUBLIC ADMINISTRATION IN THE THIRD WORLD.
MGMT: IRE7630329

764 COMPUTERS FOR PEOPLE-DESIGNING HUMAN SYSTEMS 1976
EALEY, M.; HARDINGE, N.
MANAGEMENT SERVICES IN GOVERNMENT, NOV 1976, VOL.31, NO.4, P. 200-208.
BEHAVIORAL SCIENCE, COMPUTER, COMPUTER SERVICES, DESIGN, EMPLOYEE BEHAVIOR, MANAGEMENT, PLANNING, TECHNOLOGICAL CHANGE
DISCUSSES THE HUMAN FACTOR IN DESIGNING COMPUTER SYSTEMS THAT WILL BE USED AS EFFICIENTLY AND FULLY AS INTENDED.
MGMT: MSI76K0200

765 COMPUTERS IN KNOWLEDGE-BASED FIELDS. 70
MYERS, CHARLES A.
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. ALFRED P. SLOAN SCHOOL OF MANAGEMENT. FORD

(CONT.)
765 FOUNDATION, NEW YORK, N.Y.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 136P.
COMPUTER ASSISTED INSTRUCTION, COMPUTER ORIENTED PROGRAMS, COMPUTERS, DECENTRALIZED LIBRARY SYSTEMS, DIGITAL COMPUTERS, EDUCATIONAL ADMINISTRATION, INFORMATION RETRIEVAL, INFORMATION STORAGE, INPUT OUTPUT DEVICES, LIBRARIES, MAN MACHINE SYSTEMS, MEDICAL SERVICES, PROGRAM DESIGN, INFORMATION TRANSFER EXPERIMENTS PROJECT, PROJECT INTREX
LAST IN A SERIES OF RESEARCH PROJECTS ON THE IMPLICATIONS OF TECHNOLOGICAL CHANGE AND AUTOMATION, THIS STUDY IS CONCERNED WITH THE USE OF COMPUTERS IN FORMAL EDUCATION AND EDUCATIONAL ADMINISTRATION; IN LIBRARY SYSTEMS AND SUBSYSTEMS; IN LEGAL, LEGISLATIVE, AND RELATED SERVICES; IN MEDICAL AND HOSPITAL SERVICES; AND IN NATIONAL AND CENTRALIZED LOCAL DATA BANKS. THE GENERAL IMPLICATIONS OF COMPUTERS IN ALL FIVE FIELDS ARE THAT (1) BUSY SPECIALISTS AND PROFESSIONALS WILL BE RELIEVED OF TIME-CONSUMING, REPETITIVE PARTS OF THEIR WORK; (2) PEOPLE IN THESE FIELDS WILL BE PROVIDED WITH COMPUTER-BASED PROGRAMS IN SOLVING PROBLEMS OR ADVANCING THEIR KNOWLEDGE; (3) COMPUTER-BASED SYSTEMS MAY HELP TO REDUCE SHORTAGES OF SPECIALISTS AND PROFESSIONAL PERSONNEL; (4) MAN-MACHINE INTERACTION SYSTEMS WILL SPREAD IN THESE FIELDS; (5) ORGANIZATIONS WILL BECOME MORE CENTRALIZED IN SOME OF THEIR FUNCTIONS, BUT DECENTRALIZED DECISION MAKING MAY ALSO BE STRENGTHENED; AND (6) IN EACH OF THESE FIELDS, RESISTANCE TO CHANGING TRADITIONAL WAYS OF WORKING AND TRADITIONAL HANDLING OF INFORMATION WILL CONTINUE UNLESS SYSTEMS DESIGNERS FIND WAYS OF EXPLAINING WHAT THEY ARE TRYING TO DO AND INVOLVING THOSE AFFECTED IN THE DESIGN AND IMPLEMENTATION OF COMPUTER-BASED SYSTEMS. (MF)
ERIC: ED046232 MASSACHUSETTS INSTITUTE OF TECHNOLOGY PRESS, CAMBRIDGE, MASSACHUSETTS 02142 ($6.95)

766 CONCEPTS AND MEASUREMENTS FOR MANPOWER AND OCCUPATIONAL ANALYSIS. SEP 69
SCOVILLE, JAMES G.
HARVARD UNIV., CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 113P.
BIBLIOGRAPHIES, CASE STUDIES, DATA BASES, ECONOMIC RESEARCH, JOBS, OCCUPATIONAL INFORMATION, TABLES (DATA)
THIS VOLUME CONTAINS INFORMATION ON OCCUPATIONAL DATA AND THEIR USES, JOBS-THEORIES, CASE STUDIES, AND IMPROVED DATA BASES. A SURVEY WAS MADE OF CURRENT APPLICATIONS OF OCCUPATIONAL INFORMATION DATA AND CONCEPTUAL BASES AND PRACTICAL SHORTCOMINGS OF THE MORE FREQUENTLY USED CLASSIFICATION SYSTEMS. IN ADDITION, AN ECONOMIC THEORY WAS DEVELOPED TO DETERMINE THE CONTENT OF JOBS AND THE RELATIONSHIP BETWEEN VARIOUS JOBS WITHIN AND BETWEEN EMPLOYING UNITS. SOME PRACTICAL ILLUSTRATIONS EMPHASIZE THE UTILITY OF THIS MODEL FOR ANALYSIS OF A DATA SCHEME. THE DEVELOPMENT OF IDEAS AND DATA DEPENDED PRIMARILY ON LITERATURE REVIEW AND INTERVIEWS WITH COMPANY EXECUTIVES, OFFICERS OF TRADE ASSOCIATIONS AND INDUSTRY GROUPS, RESEARCH OFFICERS OF LABOR UNIONS, AND REPRESENTATIVES OF GOVERNMENT AGENCIES; QUESTIONNAIRES COULD NOT BE USED. A BIBLIOGRAPHY IS APPENDED. (3C)
ERIC: ED054305 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-197702, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

767 CONCEPTS AND PROBLEMS IN STUDIES OF THE QUALITY OF WORKING LIFE. DEC 73
TAYLOR, JAMES C.
CALIFORNIA UNIV., LOS ANGELES. GRADUATE SCHOOL OF MANAGEMENT. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 57P.; FOR THE ANNOTATED BIBLIOGRAPHY TO WHICH THIS IS THE COMPANION PIECE SEE ED078158
BEHAVIOR, BEHAVIORAL OBJECTIVES, CROSS CULTURAL STUDIES, HUMAN DIGNITY, ORGANIZATIONAL CLIMATE, RESEARCH CRITERIA, RESEARCH NEEDS, STATE OF THE ART REVIEWS, TIME PERSPECTIVE, WORK ENVIRONMENT, QUALITY OF WORKLIFE
THE PAPER DISCUSSES THE QUALITY OF WORKING LIFE (QWL) FROM THE POINT OF VIEW OF THE INDIVIDUAL WORKER AS IT IS EXAMINED AND REPORTED IN THE LITERATURE FROM 1957 TO 1972. THE RESEARCH FOR THAT TIME IS CHARACTERIZED BY LARGE-SCALE, STATIC INVESTIGATIONS AND SHOWS INCREASING CONCERN FOR THE DIGNITY OF THE INDIVIDUAL. IT WAS CONCLUDED THAT PAST RESEARCH IS DEFICIENT IN INTENSIVE AND SYSTEMATIC FIELD INVESTIGATIONS, PARTICULARLY IN MEASURING QWL IN TERMS OF BEHAVIORS. WAGES, HOURS, PHYSICAL WORKING CONDITIONS, MEANINGFUL AND SATISFYING WORK, SOCIAL SUPPORT, CONTROL AND INFLUENCE, CAREER OPPORTUNITIES, AND THE RELATIONSHIP BETWEEN WORK AND OTHER PARTS OF EMPLOYEES LIVES ARE CONCEPTS INCLUDED IN AN ENLARGED DEFINITION OF QWL. ELEVEN QWL CRITERIA (ALIENATION, HEALTH AND SAFETY, ECONOMIC SECURITY, SELF-ESTEEM, SELF-ACTUALIZATION, WORK ENVIRONMENT, CONTROL AND INFLUENCE, ORGANIZATIONAL ENCLOSURE, CAREER ASPIRATIONS, AND EXTRA-WORK ACTIVITIES) WERE SELECTED AS MAJOR OUTCOME VARIABLES TO BE STUDIED WHICH COULD BE OPERATIONALIZED IN BEHAVIORAL TERMS WHILE EXCLUDING ATTITUDES PER SE. THE STATE OF THE ART IS DISCUSSED IN TERMS OF TIME PERIOD, TYPE OF JOURNAL, AND CROSS NATIONAL RESEARCH. (A SAMPLE OF SUBSTANTIVE SEARCHES USING THE BIBLIOGRAPHY INDEX AND RELATING ANY QWL CRITERION AND SPECIFIED CORRELATE IS INCLUDED.) (AG)
ERIC: ED087897

768 A CONCEPTUAL FRAMEWORK FOR MEASUREMENT OF THE IMPACT OF FOREIGN TRADE ON WORKERS. APR 71
SCHWENGER, ROBERT B.
DEPARTMENT OF AGRICULTURE GRADUATE SCHOOL, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 115P.

(CONT.)

768 COST EFFECTIVENESS, ECONOMIC CHANGE, ECONOMIC CLIMATE, ECONOMICS, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, EXPORTS, FOREIGN RELATIONS, LABOR, LABOR SUPPLY, MANPOWER NEEDS, MANPOWER UTILIZATION, PRODUCTIVITY, SKILL OBSOLESCENCE, SOCIOECONOMIC INFLUENCES, SYSTEMS APPROACH, UNEMPLOYMENT, FOREIGN TRADE
THE PURPOSE OF THE STUDY WAS TO EXPLORE THE POSSIBILITY OF DEVELOPING A COMPREHENSIVE CONCEPTUAL FRAMEWORK FOR MEASURING THE COSTS AND BENEFITS OF FOREIGN TRADE TO AMERICAN WORKERS. FOREIGN TRADE WAS CONCEIVED OF PRIMARILY AS A NUMBER OF PARTS OF THE DYNAMIC WORLD PRODUCTION-DISTRIBUTION-CONSUMPTION PROCESS RATHER THAN AS AN AGGREGATE EXCHANGE OF GOODS BETWEEN SEPARATE NATIONAL ECONOMIES. COSTS TO MEASURE ARE THOSE TO SPECIFIC WORKERS WHO ARE DISMISSED, WHO MUST MOVE, WHOSE SKILLS OBSOLESCE, WHOSE COMMUNITIES ARE DEPRESSED, ETC. BENEFITS ARE THOSE DERIVED FROM THE CHANGE IN THE WORLD ECONOMIC PROCESS--INCREASED PRODUCT, REDUCED PRICES, EXPANDED CONSUMPTION, HIGHER WAGES, MORE EMPLOYMENT, ETC. (NTIS)
ERIC: ED081915 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-198 579, MF $1.45, HC $3.00)

769 CONCEPTUALIZING SEX AS A STATUS CHARACTERISTIC: APPLICATION TO LEADERSHIP TRAINING STRATEGIES 1976
LOCKHEED, M.E.; HALL, K.P.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 111-124, BIBLIOG. 52
BEHAVIORAL SCIENCE, BIBLIOGRAPHIES, DECISION MAKING, DISCRIMINATION, EDUCATION, EEO, HUMAN RESOURCE DEVELOPMENT, LEADERSHIP, PSYCHOLOGY, SOCIAL CHANGE, TRAINING AND DEVELOPMENT, WOMEN, WOMEN IN BUSINESS
EXAMINES THE LITERATURE ON HOW MEN AND WOMEN BEHAVE IN GROUPS AND TESTS ALTERNATIVE EXPLANATIONS FOR THE FINDINGS. RESULTS USUALLY ATTRIBUTED TO CULTURAL SEX ROLES MAY ALSO BE VIEWED AS INSTANCES OF BEHAVIOR GOVERNED BY A DIFFUSE STATUS CHARACTERISTIC. IT IS NOT SIMPLY THAT WOMEN ARE LESS TASK ORIENTED OR LESS ACTIVE THAN MEN WHEN IT COMES TO LEADERSHIP.
MGMT: JSI76P0111

770 CONCURRENT WORK-EDUCATION: PROGRAMS IN THE 50 STATES, 1965-66.
SCHILL, WILLIAM JOHN
OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-1-7-062851-3533
NOTES: 118P.
BUSINESS EDUCATION, COOPERATIVE EDUCATION, COOPERATIVE PROGRAMS, DISTRIBUTIVE EDUCATION, EXPENDITURES, HIGH SCHOOLS, NATIONAL SURVEYS, POST SECONDARY EDUCATION, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, STUDENT ENROLLMENT, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL AGRICULTURE, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS
TO DESCRIBE CONCURRENT WORK-EDUCATION PROGRAMS IN EACH OF THE 50 STATES, DATA WERE SOLICITED FROM EACH STATE OFFICE BY PERSONAL VISIT AND FROM INDIVIDUAL SCHOOL DISTRICTS BY MAILED QUESTIONNAIRE. REPORTS WERE MADE TO THE U.S. OFFICE OF EDUCATION BY THE STATES AND REPORTS MADE BY INDIVIDUAL SCHOOL DISTRICTS TO STATE OFFICES WERE UTILIZED. SOME FINDINGS WERE (1) MODE ENROLLMENT IN DISTRIBUTIVE EDUCATION PROGRAMS WAS 20 STUDENTS, WITH A SIGNIFICANT PORTION OF THE PROGRAMS CLUSTERED IN CITIES OVER 50,000, (2) THE MODE ENROLLMENT IN BUSINESS EDUCATION PROGRAMS WAS 18 STUDENTS WITH PROGRAMS CONCENTRATED IN CITIES OVER 50,000 POPULATION, (3) THE MODE ENROLLMENT IN TRADE AND INDUSTRIAL COOPERATIVE PROGRAMS WAS 25 STUDENTS CONCENTRATED PRIMARILY IN INDUSTRIAL CENTERS, (4) DIVERSIFIED OCCUPATIONS SHOWED NO RELATIONSHIP TO POPULATION DENSITY AND SHOWED A MODE STUDENT ENROLLMENT OF 25, (5) 75 PERCENT OF THE COOPERATIVE AGRICULTURE PROGRAMS ENROLLED 12 OR FEWER STUDENTS, (6) THERE WERE 2,451 SCHOOLS WITH COOPERATIVE PROGRAMS BUT NO WORK STUDY PROGRAMS, AND 1,823 SCHOOLS WITH WORK STUDY PROGRAMS AND NO COOPERATIVE PROGRAMS, AND (7) TWO-THIRDS OF THE SCHOOLS WITH COOPERATIVE WORK-EDUCATION PROGRAMS HAD ONLY ONE OFFERING. DESCRIPTIONS OF STUDENT AND PROGRAM CHARACTERISTICS AND A BIBLIOGRAPHY ARE INCLUDED. A PRELIMINARY DRAFT IS AVAILABLE AT VT 003 561. (DM)
ERIC: ED023886

771 CONDENSER WINDER (ELECTRONICS) 6-98.070: STAMPER II (ELECTRONICS) 9-69.20: WELDER, SPOT (ELECTRONICS) 6-85.060--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WELDERS, CONDENSER WINDER, GATB, GENERAL APTITUDE TEST BATTERY, STAMPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE

(CONT.)

771 APPROPPIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063404

772 CONDITIONS AND POSSIBILITIES. PROCEEDINGS OF CONFERENCES ON THE COMPREHENSIVE EMPLOYMENT TRAINING ACT (WASHINGTON, D.C. JANUARY 30-31, 1975: SAN FRANCISCO, CALIFORNIA FEBRUARY 20-21, 1975). MAY 75
CONNER, JAMES E.
NATIONAL ADVISORY COUNCIL ON VOCATICNAL EDUCATION, WASHINGTON, D.C.: NATIONAL ASSOCIATION FOR INDUSTRY - EDUCATION COOPERATION, BUFFALO, N.Y.: NATIONAL LEAGUE OF CITIES, WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-7482
NOTES: 67P.
CONFERENCE REPORTS, FEDERAL PROGRAMS, INDUSTRY, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, SCHOOL INDUSTRY RELATIONSHIP, STATE OFFICIALS, VOCATIONAL EDUCATICN, VCCATICNAL ECUCATION TEACHERS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
CONTENT SUMMARIES ARE PRESENTED FOR TWO NATIONAL CONFERENCES (ONE IN WASHINGTON, D.C., THE OTHER IN SAN FRANCISCO) DESIGNED TO BRING TCGETHER PRIME SPONSORS, VOCATIONAL EDUCATORS, AND REPRESENTATIVES FRCM INDUSTRY TO TAKE A READING CF HOW CETA (COMPREHENSIVE EMPLOYMENT AND TRAINING ACT) PROGRAMS WERE PROGRESSING AND TO EXPLORE WAYS OF UTILIZING THE RESOURCES OF VOCATICNAL EDUCATION AND INDUSTRY MORE EFFECTIVELY FOR MANPOWER DEVELOPMENT. CONTENTS INCLUDE A DESCRIPTION OF THE BACKGROUND AND SETTING OF THE CONFERENCES, DESCRIPTION OF THE FORMAT AND LIMITATIONS, A LIST OF POINTS OF CONCENSUS, A COMBINED LISTING OF CONCERNS AND SUGGESTIONS OF THE TWO CONFERENCES, AND A SUMMARY OF CONCLUSIONS. APPENDIXES INCLUDE A PAPER SUMMARIZING A 1974 STUDY OF THE IMPACT OF CETA ON INSTITUTICNAL VCCATICNAL EDUCATION, AND LISTS OF CONFERENCE PARTICIPANTS, CHAIRPERSCNS, AND RECORDERS. (WL)
ERIC: ED138723

773 THE CONDITIONS OF WOMEN IN BLUE COLLAR, INDUSTRIAL AND SERVICE JOBS A REVIEW OF RESEARCH AND PROPOSALS FOR RESEARCH, ACTION AND PCLICY 7 JUN 74
ROBY, PAMELA
CALIFORNIA UNIV., SANTA CRUZ. DEPT. OF COMMUNITY STUDIES. WOMENS BUREAU, WASHINGTON, D.C.
GRANT NO. OL-20-11-74-28
NOTES: FINAL REPT. 95P
EMPLOYMENT, FEMALES, ECONOMIC SURVEYS, BLUE COLLAR WORKER, EQUAL EMPLOYMENT OPPORTUNITIES, WOMANPOWER, HOURS CF WORK, NTISLABPEU
THIS IS A REVIEW CF THE LITERATURE COVERING THE PERIOD 1890-1970 ON THE SUBJECT OF BLUE COLLAR WOMEN. THE REPORT ALSO DISCUSSES SEVERAL CURRENT ACTION RESEARCH PROJECTS ON THE SUBJECT.
NTIS: PB-257 365/7ST NTIS PRICES PC$5.00/MF$3.00

774 CONDUCTING A STATE OCCUPATICNAL NEEDS SURVEY IN AGRI-BUSINESS, NATURAL RESOURCES AND ENVIRONMENTAL IMPROVEMENT MAR 75
CRAWBAUGH, CHARLES C.
JOURNAL OF THE AMERICAN ASSOCIATION CF TEACHER EDUCATORS IN AGRICULTURE;16;1;1-6
AGRIBUSINESS, MANPOWER NEEDS, STATE SURVEYS, NATURAL RESOURCES, ENVIRONMENTAL INFLUENCES, DATA COLLECTION, OCCUPATIONAL CLUSTERS, EMPLOYERS, NEW JERSEY
ERIC: EJ113718

775 CONDUCTING JOB DEVELOPMENT PROGRAMS, PLANNING PRE-EMPLOYMENT PROGRAMS, MODULE 2. DEC 76
FIELDING, JOYCE:FIELDING, MARVIN R.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF.: NATIONAL CONSORTIUM ON COMPETENCY-BASED STAFF DEVELOPMENT.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 36P.: FOR COORDINATORS GUIDE, SEE CG 011 814: FOR OTHER PARTICIPANTS MANUALS SEE CG 011 815-818.
CAREER PLANNING, GUIDANCE PERSONNEL, INSERVICE EDUCATION, JOB APPLICATION, JOB PLACEMENT, JOB SEARCH METHODS, LEARNING MODULES, OCCUPATIONAL GUIDANCE, STUDENT PLACEMENT, VOCATICNAL COUNSELING, WORKSHOPS
THIS IS THE SECOND OF FOUR MODULES ON DEVELOPING A COMPREHENSIVE PROGRAM OF JOB PLACEMENT SERVICES IN A SCHOOL SETTING. THE PURPOSE OF THESE MODULES IS TO HELP THE PLACEMENT COORDINATOR PLAN, IMPLEMENT, AND EVALUATE A PROGRAM OF JOB PLACEMENT SERVICES TO MEET STUDENT NEEDS. THE CONTENT AREAS OF THE FOUR MODULES ARE (1) PRE-EMPLOYMENT, (2) JOB DEVELOPMENT, (3) REFERRAL AND PLACEMENT, AND (4) FOLLOW-UP AND FOLLOW-THROUGH. THEY CONCENTRATE ON THE DEVELOPMENT OF SKILLS AND KNOWLEDGES REQUIRED BY JOB PLACEMENT COORDINATORS. IT IS DESIGNED AS A SIX-TO SEVEN-HOUR WORKSHOP TO BE RUN BY A COORDINATOR. THE MODULE INCLUDES INFORMATION AND ACTIVITIES UNDER THE FOLLOWING HEADINGS SOURCES USED TO IDENTIFY POTENTIAL EMPLOYERS: METHODS OF CONTACTING EMPLOYERS: SECURING JOB ORDERS: AND MANAGING EMPLOYER AND JOB INFORMATION. ASSESSMENT AND APPLICATION ACTIVITIES ARE ALSO INCLUDED. (AUTHOR/BP)
ERIC: ED140209

776 CONDUCTING JOB PLACEMENT PROGRAMS. PLANNING PRE-EMPLOYMENT PROGRAMS, MODULE 3. DEC 76
FIELDING, JOYCE:FIELDING, MARVIN R.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF.: NATIONAL CONSORTIUM ON COMPETENCY-BASED STAFF DEVELOPMENT. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 93P.: FOR COORDINATORS GUIDE, SEE CG 011 814: FOR OTHER PARTICIPANTS MANUALS SEE CG 011 815-818.
ADMINISTRATIVE ORGANIZATION, CAREER PLANNING, GUIDANCE PERSONNEL, INSERVICE EDUCATION, JOB APPLICATION, JOB PLACEMENT, JOB SEARCH METHODS, LEARNING MODULES, MANAGEMENT, OCCUPATIONAL GUIDANCE, STUDENT PLACEMENT, VOCATIONAL COUNSELING, WORKSHOPS
THIS IS THE THIRD OF FOUR MODULES ON DEVELOPING A COMPREHENSIVE PROGRAM OF JOB PLACEMENT SERVICES IN A SCHOOL SETTING. THE PURPOSE OF THESE MODULES IS TO HELP THE PLACEMENT COORDINATOR PLAN, IMPLEMENT, AND EVALUATE A PROGRAM OF JOB PLACEMENT SERVICES TO MEET STUDENT NEEDS. THE CONTENT AREA OF THE FOUR MODULES ARE (1) PRE-EMPLOYMENT, (2) JOB DEVELOPMENT, (3) REFERRAL AND PLACEMENT, AND (4) FOLLOW-UP AND FOLLOW-THROUGH. THEY CONCENTRATE ON THE DEVELOPMENT OF SKILLS AND KNOWLEDGES REQUIRED BY JOB PLACEMENT COORDINATORS. THE MODULE IS DESIGNED AS A SIX-HOUR WORKSHOP TO BE LED BY A COORDINATOR. THE MODULE CONTAINS INFORMATION AND ACTIVITIES UNDER THE HEADINGS PRINCIPLES INVOLVED IN ESTABLISHIN A JOB PLACEMENT OFFICE: STATE AND FEDERAL LEGISLATION: MANAGING STUDENT AND PLACEMENT INFORMATION: AND PLACING STUDENTS ON A JOB. A POST ASSESSMENT ACTIVITY IS ALSO INCLUDED. (AUTHOR/BP)
ERIC: ED140210

777 CONFERENCE ON A HEALTH MANPOWER SIMULATION MODEL. VOLUME NUMBER ONE DEC 70
KRAMER, LUCY M.
BUREAU OF HEALTH MANPOWER EDUCATION, WASHINGTON, D.C. DIV. OF MANPOWER INTELLIGENCE.
NOTES: 116P
MEETINGS, HEALTH MANPOWER, HRP/TBCECA, HRP/MC, HRP/ZJ, HRPGEO/YNO, HRPOCC/XZ, NTISHRANHP
PROCEEDINGS OF A CONFERENCE ON HEALTH MANPOWER SIMULATION MODELS ARE PRESENTED IN THIS FIRST OF TWO REPORTS BY THE U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE: VOLUME ONE RELATES TO THE CONCEPTUALIZATION OF A HEALTH MANPOWER SIMULATION MODEL. AN INTRODUCTION TO MODELING AND SIMULATION IS CONTAINED IN THE KEYNOTE SPEECH, AND THE DEVELOPMENT OF A MICRO - SIMULATION MODEL OF HEALTH MANPOWER SUPPLY AND DEMAND IS PRESENTED BY A UNIVERSITY OF SOUTHERN CALIFORNIA RESEARCH TEAM. A REVIEW OF PREVIOUS MODELS, AND AN OVERVIEW OF THE STRUCTURE OF THE MODEL ARE GIVEN. THE MARK I MICRO - SIMULATION MODEL IS DISCUSSED, INCLUDING THE HEALTH SERVICES, HEALTH MANPOWER, AND HEALTH EDUCATION MODULES, PLUS THE INTERACTION AMONG THESE MODULES, AND THE POSSIBLE USES OF THE MODEL IN TERMS OF SIMULATING THE EFFECTS OF POLICY CHANGES. TECHNICAL AND DATA PROBLEMS IN IMPLEMENTING THE MARK I MODEL ARE CONSIDERED. THE MARK II MICRO - SIMULATION MODEL ALSO IS PRESENTED TOGETHER WITH SUGGESTIONS FOR FURTHER RESEARCH INTO PROCEDURES FOR IMPLEMENTING THE MARK II, AND FURTHER WORK NEEDED IN THE DEVELOPMENT OF THE MARK I. THREE COMMENTARIES ON THE UNIVERSITY OF SOUTHERN CALIFORNIA REPORT ARE GIVEN, AS IS A SUMMARY OF THE DISCUSSION OF THE PROJECT. HEALTH ECONOMICS REFERENCES, SIMULATION AND ECONOMETRICS REFERENCES, AND DATA REFERENCES ARE PROVIDED.
NTIS: HRP-0004748/0ST NTIS PRICES PC$5.50/MF$2.25

778 CONFERENCE ON MANPOWER SERVICES FOR THE POOR SUMMARY OF FINDINGS AND DISCUSSION. FINAL REPORT. 16 NOV 71
GOODWIN, LEONARD
BROOKINGS INSTITUTION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 50P.
CONFERENCE REPORTS, COOPERATIVE PLANNING, FEDERAL GOVERNMENT, GOVERNMENT ROLE, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PROGRAM ADMINISTRATION, RESEARCHERS, RESEARCH UTILIZATION, RESOURCE MATERIALS, SOCIOECONOMIC INFLUENCES, VOCATIONAL DEVELOPMENT, WELFARE RECIPIENTS, WORK EXPERIENCE, LABOR FORCE PARTICIPATION, WIN, WORK INCENTIVE PROGRAM
SUMMARIZED ARE THE RESULTS OF A 2-DAY CONFERENCE THAT BROUGHT TOGETHER FEDERAL ADMINISTRATORS CONCERNED WITH MANPOWER SERVICES FOR WELFARE RECIPIENTS AND RESEARCHERS WHO HAD RECENTLY COMPLETED STUDIES BEARING ON SUCH EFFORTS. THE RESEARCHERS, WHO WERE SPONSORED BY THE DEPARTMENT OF LABOR IN STUDIES RELATING TO THE WORK INCENTIVE PROGRAM, FOCUSED ON METHODS FOR HELPING POOR PEOPLE FUNCTION MORE EFFECTIVELY IN THE WORK FORCE. TOPICS COVERED INCLUDED (1) WORK ORIENTATION AND INCENTIVES, (2) WORK EXPERIENCE, (3) FAMILY ORIENTATION AS RELATED TO EMPLOYMENT, (4) JOB TRAINING FOR WELFARE RECIPIENTS, (5) MOBILITY, AND (6) DAY CARE FACILITIES. CONFERENCE FINDINGS OF USE TO ADMINISTRATORS ARE DETAILED, AND ISSUES AFFECTING ADMINISTRATIVE COOPERATION WITH RESEARCHERS ARE CONSIDERED. APPENDED ARE ABSTRACTS OF THE RESEARCH STUDIES PRESENTED AT THE CONFERENCE, A LIST OF CONFERENCE PARTICIPANTS, AND EXCERPTS FROM THE CONFERENCE TRANSCRIPT. (AUTHOR/AG)
ERIC: ED074298 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 210 334, MF $.95: HC $3.00)

779 CONFERENCE ON THE ADULT LEARNER PROCEEDINGS MAY 23 AND 24, 1975. OCCASIONAL PAPER NO. 25. 24 MAY 75
WIDMAN, SHANNON S., ED.:OLSHANG, STEVEN G., ED.
WASHINGTON UNIV., SEATTLE. CENTER FOR DEVELOPMENT OF COMMUNITY COLL. EDUCATION.
NOTES: 79P.
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, ADULT EDUCATORS, ADULT LEARNING, ADULT STUDENTS, BIBLIOGRAPHIES, CONFERENCE REPORTS, EDUCATIONAL HISTORY, LEARNING

(CONT.)

779 CHARACTERISTICS, LEARNING MOTIVATION, LEARNING PROCESSES, LITERATURE REVIEWS, STUDENT INTERESTS, TEACHING TECHNIQUES
THE DOCUMENT CONTAINS A BRIEF OUTLINE OF THE CONFERENCE PROCEEDINGS AND THE TEXT OF TWO PAPERS PRESENTED AT THE CONFERENCE. ALAN M. RUBIN'S PAPER, GIVE ME A FISH AND I EAT FOR A DAY. TEACH ME TO FISH AND I EAT FOR A LIFETIME (FROM THE BABYLONIAN TALMUD), EXAMINES THE QUESTION OF WHETHER OUR INSTITUTIONS OF HIGHER EDUCATION ARE PROVIDING THE OPPORTUNITIES TO LEARN NECESSARY LIFE SKILLS AND PRESENTS A CURRICULUM AND SERVICE PROGRAM, WHICH OPERATES FROM A COMMUNITY-BASED LIFE SKILLS CENTER AND IS CENTERED ENTIRELY AROUND THE ADULT STUDENTS LIFE SKILLS. ADULT LEARNING, A 65-PAGE PRESENTATION BY SHANNON S. WIDMAN, PROVIDES AN OVERVIEW OF THE FIELD AND PARTICULAR CHARACTERISTICS OF THE ADULT LEARNER, AS WELL AS RESULTANT IMPLICATIONS FOR ACULT EDUCATORS. AN HISTORICAL REVIEW OF ADULT EDUCATION, WHICH TRACES ITS ORGANIZATIONAL AND INSTITUTIONAL DEVELOPMENT, IS INCLUDED TO PROVIDE INSIGHT INTO CURRENT PROBLEMS IN ADULT EDUCATION. DRAWING ON RESEARCH IN THE FIELD, THE AUTHOR EXAMINES THE MOTIVATIONS, LEARNING PROCESSES, AND PERFORMANCE OF THE ADULT LEARNER. SUCCESSFUL COURSE PLANNING, TEACHING TECHNIQUES, AND TEACHER ROLE FOR ADULT LEARNING, LIKEWISE, ARE DISCUSSED. THE PAPER ALSO CONTAINS A PARTIALLY ANNOTATED 10-PAGE BIBLIOGRAPHY ON ADULT LEARNING. (EA)
ERIC: ED114661

780 THE CONFERENCE ON UNEXPLORED ASPECTS OF THE DEVELOPMENT OF OCCUPATIONAL GOALS OF YOUTH (UNIVERSITY OF OREGON, AUGUST 9-13, 1965). SUMMARIZERS REPORTS. 65
JOHNSON, BENTON, ED.;KITCHEL, JOANNE, ED.
NOTES: 52P.
DECISION MAKING, GOAL ORIENTATION, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, SOCIAL INFLUENCES, SOCIAL STRUCTURE, VOCATIONAL DEVELOPMENT, YOUTH
THE PURPOSE OF THIS CONFERENCE WAS THE STIMULATION OF IDEAS CONCERNING NEW AREAS OF INQUIRY THAT NEED TO BE EXPLORED IN THE FIELD OF OCCUPATIONAL ORIENTATIONS OF YOUNG PEOPLE. THE CONFERENCE FEATURED SMALL GROUP DISCUSSIONS COVERING SIX BASIC TOPICS (1) WHAT IS THE STRUCTURE OF THE DECISION-MAKING PROCESS (2) TO WHAT EXTENT IS OCCUPATIONAL CHOICE A RATIONAL, ORDERED, SYSTEMATIC PROCESS (3) WHAT CONTRIBUTIONS TO OCCUPATIONAL OUTCOME DOES THE SOCIAL STRUCTURE MAKE AND WHAT IS THE EFFECT OF THE POSITION OF THE ACTOR IN THAT STRUCTURE (4) TO WHAT EXTENT ARE EXTRAPERSONAL SITUATIONS EFFECTIVE LIMITORS OR DETERMINANTS OF OCCUPATIONAL OUTCOME (5) WHAT IS THE DEVELOPMENTAL PROCESS LEADING TO AN INITIAL OCCUPATIONAL COMMITMENT AND (6) WHAT IS THE CONTINUING DEVELOPMENT OF OCCUPATION OR CAREER AFTER THE INITIAL COMMITMENT THE SUMMARY REPORTS OF EACH TOPIC ARE GIVEN: A MORE DETAILED ACCOUNT OF THE DISCUSSION WILL FOLLOW. A BIBLIOGRAPHY OF MATERIALS AVAILABLE AT THE CONFERENCE IS INCLUDED. (CH)
AIM/ARM: VT002651

781 CONFERENCE ON UPGRADING AND NEW CAREERS. 20 MAR 70
NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 133P.
CAREER LADDERS, CAREER OPPORTUNITIES, CONFERENCE REPORTS, CULTURALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL AID, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL)
THIS CONFERENCE MET TO CONSIDER THE POLITICAL AND FINANCIAL PROBLEMS IN PROVIDING GOVERNMENT-FINANCED PROGRAMS TO IMPROVE UPGRADING IN PRIVATE AND PUBLIC JOBS. THE MORNING SESSION WAS DEVOTED TO FEDERAL SUPPORT OF UPGRADING IN INDUSTRY. IN THE AFTERNOON SESSION, PARTICIPANTS DISCUSSED NEW CAREERS IN THE SERVICE SECTOR, INCLUDING CIVIL SERVICE EMPLOYMENT. THE EIGHT PAPERS WERE PRESENTED BY SEYMOUR BRANDWEIN, SAMUEL MARKS, DENNIS DERRYCK, ELEANOR GILPATRICK, JEAN COUTURIER, SUMNER ROSEN, ARNOLD NEMORE, AND SIDNEY FINE. (SH)
ERIC: ED049375 NATIONAL MANPOWER POLICY TASK FORCE, 1819 H STREET, N.W., WASHINGTON, D.C. 20006 ($5.00)

782 A CONFERENCE TO ENLIST THE PARTICIPATION OF FIFTY INSTITUTIONS OF HIGHER EDUCATION IN SPECIFIC RESEARCH AND DEVELOPMENTAL PROGRAMS TO PREPARE WOMEN FOR PRODUCTIVE EMPLOYMENT. 64
LLOYD, BETTY JANE
CARNEGIE INST. OF TECH., PITTSBURGH, PA. MARGARET MORRISON CARNEGIE COLL.
NOTES: 109P.
ADULT EDUCATION PROGRAMS, COLLEGES, CONFERENCES, CURRICULUM DEVELOPMENT, EMPLOYMENT, FEMALES, INSTRUCTIONAL MATERIALS, PART TIME JOBS, STUDENT BEHAVIOR, VOCATIONAL COUNSELING, PENNSYLVANIA, PITTSBURGH
CONFERENCE OBJECTIVES WERE THREEFOLD--(1) THE PREPARATION OF PLANS TO REACH THE UNDERGRADUATE WOMAN AND MOTIVATE HER TO PLAN REALISTICALLY FOR COMBINING FAMILY AND WORK IN THE SUCCESSIVE PHASES OF HER LIFE, (2) THE DEVELOPMENT OF A MECHANISM FOR CATALOGING EXISTING PART-TIME COURSES ON CAMPUS AND EXISTING MATERIALS FOR HOME USE SO THAT THIS INFORMATION CAN BE DISSEMINATED FOR INSTITUTION DEVELOPMENT OF EXPERIMENTAL MATERIALS AND COURSES, AND (3) PROCEDURE DESIGN FOR INCORPORATING IN THE PLACEMENT OFFICES THREE PILOT COLLEGE VOCATIONAL ADVISERS. CONFERENCE DISCUSSION GROUPS WERE FORMED TO REVIEW THE LATEST THINKING FROM 50 INSTITUTIONS CONCERNING THESE PROBLEMS. MAJOR FINDINGS WERE (1) ON-CAMPUS ADMINISTRATIVE AND ACADEMIC EFFORTS SHOULD BE CONDUCTED TO REACH AND MOTIVATE THE UNDERGRADUATE IN LIBERAL ARTS, (2) ON- AND OFF-CAMPUS EFFORTS SHOULD BE PLANNED AND IMPLEMENTED TO OFFER INTELLECTUAL STIMULATION AND DIRECTION TO GRADUATES DURING THE EARLY FAMILY YEARS, (3) CONTINUING EDUCATION FOR CREDIT SHOULD BE OFFERED IN OFF-CAMPUS COURSES, (4) CONTINUING EDUCATION FOR CREDIT SHOULD BE OFFERED ON CAMPUS AND

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782 IN EXTENSION PROGRAMS, (5) A COUNSELING SERVICE SHOULD INCLUDE CONTINUED COUNSELING IN THE ACADEMIC AND VOCATIONAL REALM AS WELL AS A RECIPROCAL PLACEMENT SERVICE, AND (6) A CLEARINGHOUSE OPERATION SHOULD BE ESTABLISHED FOR COMMUNICATION BETWEEN INSTITUTIONS IN THE DISSEMINATIONS OF INFORMATION. (MF)
ERIC: ED003416

783 CONFLICT AND CHANGE: MANAGEMENT AT THE INTERFACE 1976
BURACK, E.; SORENSEN, P.F. JR.
THE PERSONNEL ADMINISTRATOR, VOL.21, NO.?, OCT 1976, P. 55-59.
EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, JOB SECURITY, JOB TRAINING, MANAGEMENT, MANAGEMENT FUNCTIONS, MANAGEMENT THEORY, MIDDLE MANAGEMENT, MORALE, PRODUCTION, PROMOTION, SUPERVISOR, TECHNOLOGICAL CHANGE
CHANGING EDUCATIONAL NEEDS FOR KEY JOBS HAVE PARTICULAR IMPACT ON THE LOWER LEVEL MANAGERIAL JOB OR FOREMAN AS SOME ARE FRUSTRATED BY POOR TRAINING AND RESULTANT ANXIETY. THIS UNIQUE LOCATION BETWEEN MANAGEMENT AND NON-MANAGEMENT HAS ADDITIONAL PROBLEMS AND COMPLEXITIES OF ROLE.
MGMT: PA076J0055

784 CONFRONTING A PARADOX 1975
SOMMERS, A.T.
THE CONFERENCE BOARD RECORD, VOL.12, NO.11, NOV 1975, P. 3-5.
CONSUMER MOTIVATION, ECONOMIC GROWTH, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, INFLATION, INVENTORY, UNEMPLOYMENT
HOW TO KEEP EMPLOYMENT HIGH AND INFLATION DOWN WILL CONTINUE TO BE THE SOURCE OF DEBATE.
MGMT: CBR75K0003

785 THE CONFUSION IN THE JOB FIGURES 1975
BUSINESS WEEK, NO.2373, MARCH 24, 1975, P. 30-31.
ECONOMIC TRENDS, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LABOR MARKET, LABOR TURNOVER, QUANTITATIVE METHODS, RECESSION, STATISTICS, UNEMPLOYMENT, WOMEN
JOBS AND UNEMPLOYED JOB SEEKERS DECLINED IN FEBRUARY, HOLDING RATE OF UNEMPLOYMENT STEADY.
MGMT: BWE75C2430

786 CONGRESS REINVESTS THE HOUSING SUBSIDY 1976
BUSINESS WEEK, NO.2444, AUG.9, 1976, P. 16.
CONSTRUCTION INDUSTRY, ECONOMIC TRENDS, GOVERNMENT PROGRAMS, GOVERNMENT SPENDING, HOUSING, JOB DEVELOPMENT, LOAN, MINORITIES, MORTGAGE, PUBLIC ADMINISTRATION, SUBSIDIES
A NEW BILL HAS BEEN SENT BY CONGRESS TO PRESIDENT FORD WHICH WOULD PROVIDE TREASURY FUNDS FOR NEW HOUSING FOR ELDERLY, AUTHORIZING APPROPRIATION OF $850 MILLION FOR VARIOUS SUBSIDIES INCLUDING FUNDS FOR MORTGAGE INTEREST SUBSIDIES FOR LOW-INCOME NEW HOME BUYERS, $160 MILLION FOR NEW OR MODERNIZED PUBLIC HOUSING, $17 MILLION FOR HOUSING FOR AMERICAN INDIANS, AND $576 MILLION FOR 10,000 EXISTING PROJECTS.
MGMT: BWE76H0916

787 CONGRESSIONAL ACTION PROPOSED 69 DEC
MINK, PATSY T.
COMPACT:3:6:20-21
DAY CARE SERVICES, EARLY CHILDHOOD EDUCATION, FEDERAL AID, FEDERAL LEGISLATION, KINDERGARTEN, WORKING WOMEN
DISCUSSES FEDERAL LEGISLATION WHICH WOULD FINANCIALLY AID STATES IN ESTABLISHING CHILD DAY CARE CENTERS. (MF)
ERIC: EJ014016

788 CONGRUENCY BETWEEN OCCUPATIONAL ASPIRATIONS AND ATTAINMENTS OF IOWA YOUNG PEOPLE. INTERIM REPORT. JUN 68
BOHLEN, JOE M.;VOESTING, DEAN R.
IOWA AGRICULTURE AND HOME ECONOMICS EXPERIMENTAL STATION, AMES. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-5-85-108
NOTES: 79.
COMPARATIVE ANALYSIS, HIGH SCHOOL GRADUATES, INDIVIDUAL CHARACTERISTICS, LONGITUDINAL STUDIES, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, RURAL YOUTH, VOCATIONAL FOLLOWUP, IOWA
THE PURPOSE OF THIS REVIEW IS TO INDICATE THE NEED FOR LONGITUDINAL RESEARCH TO EVALUATE THE SIGNIFICANCE OF ASPIRATIONS IN PREDICTING OCCUPATIONAL ATTAINMENT. DATA FOR THIS STUDY WERE COLLECTED FROM A LONGITUDINAL STUDY OF 152 MALES AND FEMALES INTERVIEWED AS HIGH SCHOOL SENIORS IN 1949 AND RE-INTERVIEWED IN 1956. THE ANALYSIS OF DATA SUGGESTS THAT OCCUPATIONAL ASPIRATIONS ARE NOT GOOD PREDICTORS OF THE TYPE OF OCCUPATION ATTAINED. AMONG THE 66 MALES IN THE SAMPLE, APPROXIMATELY 35 PERCENT WERE EMPLOYED IN THE OCCUPATIONAL CATEGORY WHICH THEY PREFERRED AS HIGH SCHOOL SENIORS. OF THE 86 FEMALES, ONLY 15 PERCENT ATTAINED THEIR OCCUPATIONAL GOALS. DATA WERE ANALYZED TO DETERMINE THE RELATIONSHIP BETWEEN VARIOUS SOCIAL AND PERSONAL CHARACTERISTICS OF THE RESPONDENTS AND THE DEGREE OF CONGRUENCY BETWEEN OCCUPATIONAL ASPIRATIONS AND ATTAINMENTS. NO DIFFERENCES EXISTED FOR EITHER MALES OR FEMALES BETWEEN OCCUPATIONAL CONGRUENCY AND (1) FARM OR NONFARM RESIDENTIAL BACKGROUND, (2) SOCIOECONOMIC STATUS OF THE PARENTS AT THE TIME THE RESPONDENT GRADUATED, (3) EDUCATIONAL BACKGROUND OF THE RESPONDENTS FATHERS AND MOTHERS, (4) FREQUENCY OF DISCUSSION OF FUTURE PLANS WITH

(CONT.)
788 PARENTS, (5) DISCUSSION WITH PERSONS OTHER THAN PARENTS CONCERNING FUTURE OCCUPATIONS, AND (6) BEING EMPLOYED AT A JOB WHILE IN HIGH SCHOOL. (CH)
ERIC: ED024821

789 THE CONSCIENCE OF THE CORPORATIONS BUSINESS AND URBAN AFFAIRS 1967-1970. 71
COHN, JULES
NOTES: 122P.; POLICY STUDIES IN EMPLOYMENT AND WELFARE 6
BIBLIOGRAPHIES, BUSINESS, CASE STUDIES, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, INDUSTRY, JOB TRAINING, SOCIAL RESPONSIBILITY, SURVEYS, URBAN AREAS
THIS BOOK CHRONICLES AND ANALYZES THE EFFORTS OF BIG BUSINESS TO RELIEVE URBAN PROBLEMS. IT IS DIVIDED INTO THREE PARTS. CHAPTERS 1 THROUGH 6 REPORT ON A NATIONWIDE STUDY OF CORPORATE PROGRAMS CONDUCTED FROM JUNE TO NOVEMBER 1969 AND FROM APRIL TO JULY 1970. A TOTAL OF 247 COMPANIES WERE SURVEYED. TOP EXECUTIVES OF 186 OF THESE COMPANIES WERE INTERVIEWED IN PERSON. INFORMATION WAS OBTAINED IN CORRESPONDENCE AND QUESTIONNAIRES FROM THE REMAINING 61. THE MOST POPULAR TYPES OF URBAN AFFAIRS PROGRAMS WERE EXAMINED IN DETAIL. CHAPTER 7 PROVIDES A CASE STUDY OF A SUBSIDIARY CREATED BY ONE LARGE COMPANY TO PROVIDE JOBS AND TRAINING FOR PEOPLE HERETOFORE CONSIDERED UNEMPLOYABLE. CHAPTER 8 OFFERS CONCLUSIONS BASED ON THE NATIONWIDE SURVEY. THESE CONCLUSIONS INCLUDE (1) JOBS FOR THE DISADVANTAGED HAVE TURNED OUT TO BE AT LEAST AS INSECURE AS OTHER JOBS IN INDUSTRY, ESPECIALLY DURING A BUSINESS RECESSION; (2) INDUSTRY HAS PAID LITTLE ATTENTION TO JOB CREATION; (3) PERSONNEL MANAGERS CONTINUE TO HAVE A NARROW UNDERSTANDING OF THE MEANING OF MANPOWER DEVELOPMENT; (4) SPECIAL RECRUITMENT AND TRAINING PROGRAMS FOR THE DISADVANTAGED HAVE AROUSED RESENTMENT AMONG SOME BLUE AND WHITE COLLAR WORKERS. A BIBLIOGRAPHY OF RELATED READING MATERIALS IS INCLUDED. (AUTHOR/CK)
ERIC: ED055260 THE JOHNS HOPKINS PRESS, BALTIMORE, MARYLAND 21218 ($6.00)

790 A CONSENSUS FOR A TAX CUT 1975
BUSINESS WEEK, NO.2363, JAN 13, 1975, P. 29-30.
ECONOMIC FORECAST, ECONOMICS, GNP, INCOME TAX, INFLATION, RECESSION, TAX REFORM, TAXATION, UNEMPLOYMENT
REVIEWS ISSUES DISCUSSED AT A NATIONAL CONVENTION OF ECONOMISTS WITH PARTICULAR FOCUS ON AN IMPENDING TAX CUT.
MGMT: BWE75A1329

791 CONSENT DECREE ON SENIORITY IN THE STEEL INDUSTRY 1975
MATERA, V.L.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.3, MARCH 1975, P. 43-46.
DISCRIMINATION, FAIR EMPLOYMENT PRACTICES, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, PERSONNEL MANAGEMENT, SENIORITY, STEEL INDUSTRY, UNIONS
DISCRIMINATION AS IT AFFECTS SENIORITY STANDING IS STILL AWAITING SATISFACTORY SOLUTION FOR EMPLOYEES AND STEEL INDUSTRY.
MGMT: UWL75C0043

792 THE CONSEQUENCES OF EQUAL OPPORTUNITY FOR WOMEN 1976
TORREY, J.W.
JOURNAL OF CONTEMPORARY BUSINESS, VOL.5, NO.1, WINTER 1976, P. 13-27. BIBLIOG. 14
EMPLOYEE RELATIONS, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, WOMEN IN BUSINESS
A DISCUSSION OF THE EFFECTS OF INCREASING EQUAL EMPLOYMENT OPPORTUNITIES FOR WOMEN. EFFECTS ON PSYCHOLOGICAL, ORGANIZATION CONDITIONS, FAMILY LIFE ARE DISCUSSED.
MGMT: JC076M0013

793 CONSIDERATIONS FOR MARRIED CAREER WOMEN F 76
CLARK, LINDA NIELSEN
JOURNAL OF THE NAWDAC;40;1;18-21
SEX ROLE, FEMINISM, FEMALES, CAREER CHOICE, LIFE STYLE, MARRIAGE, STATE OF THE ART REVIEWS, SEX STEREOTYPES, HIGHER EDUCATION, MARITAL STATUS, ENVIRONMENTAL INFLUENCES, DUAL CAREER MARRIAGE
IF WOMEN ARE TO BENEFIT TO THE FULLEST FROM NEW LEGISLATION AND OPPORTUNITIES, AN EXAMINATION OF MANY LIFE STYLES IS IMPERATIVE. FROM THE AVAILABLE LITERATURE, VALUABLE DATA REGARDING THE COMBINATION OF MARRIAGE AND CAREER CAN BE ASCERTAINED IN AN EFFORT TO FACILITATE THE PROCESS FOR YOUNG WOMEN WHO CHOOSE THIS OPTION. (AUTHOR)
ERIC: EJ146265

794 CONSIDERATIONS IN SELECTION OF PUBLIC SERVICE EMPLOYEES THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
MATTSON, ROBERT E.;RUTION, JOSEPH A.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 51P.; FOR RELATED DOCUMENTS, SEE CE 001 805-818
CHILD CARE OCCUPATIONS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, HEALTH OCCUPATIONS, JOB SATISFACTION, JOB SKILLS, LOW INCOME GROUPS, OCCUPATIONAL MOBILITY, PILOT PROJECTS, PUBLIC SERVICE OCCUPATIONS, SOCIAL SERVICES, SUPERVISION, WAGES, MANPOWER RESEARCH, VERMONT
IN A PUBLIC SERVICE EMPLOYMENT PROGRAM OF SUBSIDIZED WORK TRAINING, NONPROFIT EMPLOYERS IN THE AREAS OF HEALTH, EDUCATION, SOCIAL SERVICES, AND GOVERNMENT CAN BE EVALUATED IN TERMS OF THE CLIENTS EMPLOYABILITY GROWTH, WAGES, SUPERVISION, RETENTION, TRANSFERABILITY, AND CLIENT SATISFACTION. CLIENT EMPLOYABILITY INCREASES IN ALL FOUR

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796 AREAS OF EMPLOYMENT, THOUGH SLOWLY FOR CLASSROOM AND DAY CARE AIDES. WAGE LEVELS ARE IN THE $2.00 TO $2.40 RANGE: THEY ARE HIGHEST FOR MUNICIPAL EMPLOYEES, LOWEST FOR PARAPROFESSIONAL AIDES, WITH CLERICALS IN THE MIDDLE. CLIENTS SEEM GENERALLY SATISFIED WITH THEIR JOBS AND WITH THE SUPERVISION IN ALL FOUR AREAS. RETENTION IS ESPECIALLY HIGH IN HEALTH, HIGHER EDUCATION, AND GOVERNMENT OWING TO LARGE PAYROLL, HIGH TURNOVER, WIDE JOB VARIETY, RELIABLE BUDGETING, AND FAVORABLE EMPLOYER ATTITUDE TOWARD THE PROGRAM. RETENTION IS LOW FOR CLASSROOM AND DAY CARE AIDES BECAUSE THERE ARE FEW OPENINGS AND LITTLE TURNOVER. A TIGHT JOB MARKET RESTRICTS TRANSFERABILITY. (ALSO INCLUDED IS A THREE-ITEM BIBLIOGRAPHY AND A LIST OF TABLES.) (AUTHOR)
ERIC: ED094253 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

795 CONSIDERATIONS ON THE DESIGN OF AN INSTRUCTIONAL SYSTEM FOR EMPLOYER-BASED CAREER EDUCATION. MAY 72
MICHAELS, EUGENE R.;AND OTHERS
HUMAN RESOURCES RESEARCH ORGANIZATION, MONTEREY, CALIF. DIV. 3. FAR WEST LAB. FOR EDUCATIONAL RESEARCH AND DEVELOPMENT, BERKELEY, CALIF.
NOTES: 136P.; THE DIAGRAM BETWEEN PAGES 114 AND 115 WILL NOT REPRODUCE WELL IN MICROFICHE; LEGEND ALTERED AT CLEARINGHOUSE TO IMPROVE LEGIBILITY
ACADEMIC EDUCATION, CAREER EDUCATION, COGNITIVE DEVELOPMENT, EDUCATIONAL METHODS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PRINCIPLES, INSTRUCTIONAL SYSTEMS, MODELS, PERFORMANCE BASED EDUCATION, PERSONAL GROWTH, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, SOCIAL DEVELOPMENT, STUDENT CENTERED CURRICULUM, WORK EXPERIENCE, WORK EXPERIENCE PROGRAMS, EXPERIENCE BASED CAREER EDUCATION
THE FOUR PAPERS PREPARED BY THE FAR WEST REGIONAL LABORATORY ARE INTENDED TO SERVE AS A MODEL FOR DESIGNING AN EMPLOYER-BASED CAREER EDUCATION (EBCE) PROGRAM. THE AUTHORS OF CHAPTER 1, INSTRUCTIONAL MODEL BASES AND RATIONALE, HAVE DISCUSSED UNDERLYING CONCEPTS AND PRINCIPLES. BASIC STUDENT PROVISIONS INCLUDE BASIS FOR JOB CHOICE, ORIENTATION AND EXPERIENCE IN SEVERAL JOBS; DEVELOPMENT OF MINIMAL MARKETABLE SKILL; BASIC ACADEMIC EDUCATION; AND COGNITIVE, PERSONAL, AND SOCIAL COMPETENCE. ORGANIZATIONAL CONCEPTS FOCUSED ON BEHAVIORALLY STATED OBJECTIVES, INSTRUCTION IN A FUNCTIONAL CONTEXT, PERFORMANCE-BASED INSTRUCTION, LEARNER-MANAGED INSTRUCTION, AND GUIDANCE-ORIENTED TEACHERS. CHAPTER 2, INSTRUCTIONAL MODEL INTENDED OUTCOMES AND CONTENT, IS DIRECTED TO A DISCUSSION OF THE STUDENT-CENTERED INSTRUCTIONAL SYSTEM. CHAPTER 3, INSTRUCTIONAL MODEL PROCESSES OF INSTRUCTION, EMPHASIZED (1) THE IMPORTANCE OF CLEARLY ALIGNING INSTRUCTIONAL GOALS AND ESTABLISHING CONTENT BEFORE SELECTING PROCESSES OF INSTRUCTION AND (2) THE EFFECT OF BEING TOO ENCAPSULATED BY THE PREMISE OF GROUP CLASSROOM INSTRUCTION IN CONCEPTUALIZING INSTRUCTIONAL PROCESSES. THE IMPACT OF PERSONAL/SOCIAL/COGNITIVE/CAREER LEARNING ARE EXAMINED IN RELATION TO THE ENVIRONMENTS OF SKILL ACQUISITION, APPLIED PROBLEMS, AND SEMINAR. THE CONCLUDING CHAPTER, INSTRUCTIONAL MODEL IMPLEMENTATION AND MANAGEMENT, HAS OUTLINED STEPS IN ASSESSING THE COMMUNITY, SELECTING EBCE JOBS, AND DEVELOPING THE INSTRUCTIONAL PROGRAM. (EA)
ERIC: ED122002

796 CONSISTENT RECRUITMENT IN A GRADED MANPOWER SYSTEM 1976
DAVIES, G.S.
MANAGEMENT SCIENCE, VOL.22, NO.11, JULY 1976, P. 1215-1220. BIBLIOG. 4
CAREER DEVELOPMENT, HIERARCHY, JOB ADVANCEMENT, JOB PERFORMANCE, MANAGEMENT, MARKOV CHAIN, MODELING, MORALE, ORGANIZATION PLANNING, PERSONNEL MANAGEMENT
THE ESSENCE OF GOOD MANPOWER MANAGEMENT IS CONSISTENCY, AND TO PRESERVE MORALE IT IS USUAL TO TRY TO AVOID DRAMATIC CHANGES IN PROMOTION POLICY FROM ONE YEAR TO THE NEXT. DESCRIBES THE RECRUITMENT AND SELECTION PROCESS.
MGMT: MSC76G1215

797 THE CONSTRUCT VALIDITY OF THE OCCUPATIONAL THEMES ON THE STRONG-CAMPBELL INTEREST INVENTORY AUG 76
UTZ, PATRICIA;KORBEN, DONALD
JOURNAL OF VOCATIONAL BEHAVIOR;9;1;21-31
TEST VALIDITY, TEST CONSTRUCTION, INTEREST TESTS, OCCUPATIONAL CHOICE, VOCATIONAL INTERESTS, RESEARCH PROJECTS, COLLEGE STUDENTS, MALES, FEMALES, HIGHER EDUCATION, STRONG CAMPBELL INTEREST INVENTORY (SCII), EDWARDS PERSONAL PREFERENCE SCHEDULE (EPPS)
THE PURPOSE OF THIS STUDY WAS TO INVESTIGATE THE CONSTRUCT VALIDITY OF THE OCCUPATIONAL THEMES ON THE STRONG CAMPBELL INTEREST INVENTORY. MALE (N%199) AND FEMALE (N%204) COLLEGE COUNSELING CENTER CLIENTS WERE ADMINISTERED THE SCII AND THE EDWARDS PERSONAL PREFERENCE SCHEDULE (EPPS). THE OCCUPATIONAL THEMES AND RELATED DESCRIPTORS WERE VALIDATED IN TERMS OF SIMILAR PERSONALITY VARIABLES. (AUTHOR)
ERIC: EJ144273

798 CONSTRUCTION - EQUIPMENT MECHANIC (CONST.) 620.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CONSTRUCTION INDUSTRY, CUTTING SCORES, EQUIPMENT MAINTENANCE, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MECHANICS (PROCESS), NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CONSTRUCTION EQUIPMENT MECHANIC, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

(CONT.)

798 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063387

799 CONSTRUCTION APPRENTICESHIP IN THE DETROIT LABOR MARKET 1975
MATTILA, J.M.; MATTILA, P.J.
INDUSTRIAL RELATIONS, VOL.15, NO.1, FEB 1976, P. 99-106. BIBLIOG. 14
AFFIRMATIVE ACTION, APPRENTICESHIPS, CONSTRUCTION INDUSTRY, INDUSTRIAL RELATIONS, JOB TRAINING, MINORITIES, UNIONS, WAGES
SUMMARY OF FINDINGS ON HOW RESPONSIVE TRAINING IS TO DEMAND FACTORS, TO RELATIVE WAGES AND TO AFFIRMATIVE ACTION PRESSURES. THE DETROIT LABOR MARKET IS STUDIED.
MGMT: IDR7600099

800 THE CONSTRUCTION INDUSTRY SELECTED REFERENCES, 1960-1969. CURRENT BIBLIOGRAPHIES NO. 2. MAR 70
DEPARTMENT OF LABOR, WASHINGTON, D.C. LIBRARY.
NOTES: 14P.
ANNOTATED BIBLIOGRAPHIES, CONSTRUCTION INDUSTRY, TRADE AND INDUSTRIAL EDUCATION, RESOURCE MATERIALS, APPRENTICESHIPS, ECONOMICS, MANPOWER DEVELOPMENT, EMPLOYMENT, INDUSTRIAL RELATIONS, PERIODICALS, WAGES
THIS BIBLIOGRAPHY CONTAINING SELECTED REFERENCES OF THE CONSTRUCTION INDUSTRY FROM 1960-1969 WAS PREPARED BY THE LIBRARY OF THE UNITED STATES DEPARTMENT OF LABOR. CONTENTS ARE LISTED ALPHABETICALLY BY AUTHOR UNDER THE FOLLOWING SUBJECTS (1) ECONOMIC ASPECTS, (2) GENERAL, (3) MANPOWER, (4) APPRENTICESHIP AND TRAINING, (5) MINORITIES, (6) THE PHILADELPHIA PLAN, (7) EMPLOYMENT, (8) SEASONALITY, (9) WAGES AND HOURS, (10) INDUSTRIAL RELATIONS ASPECTS, AND (11) PERIODICALS. (GB)
AIM/ARM: VT011383

801 CONSULTATION A NEW STRATEGY FOR CETA SEP 75
OTTO, MARY L.;SMITH, DAVID G.
JOURNAL OF EMPLOYMENT COUNSELING;12;3;112-119
FEDERAL PROGRAMS, REVENUE SHARING, MODELS, SYSTEMS ANALYSIS, MANPOWER DEVELOPMENT, OPERATIONS RESEARCH, MANAGEMENT SYSTEMS, FEDERAL STATE RELATIONSHIP, COMPREHENSIVE EDUCATION AND TRAINING ACT (CETA)
PROGRAM CHANGES INHERENT IN THE CETA CONCEPT HAVE MARKEDLY DECREASED THE EFFECTIVENESS OF PREVIOUS PROGRAM MANAGEMENT AND LIAISON STRATEGIES. SOME REASONS FOR THIS DECREASE AND A NEW SET OF SKILLS FOR WORKING AT THE INTERFACE BETWEEN PRIME SPONSORS AND SUBCONTRACTORS AND/OR THE REGIONAL OFFICES ARE PRESENTED. (AUTHOR)
ERIC: EJ122380

802 CONSUMER EDUCATION IN JUNIOR AND COMMUNITY COLLEGES/POSTSECONDARY VOCATIONAL AND TECHNICAL INSTITUTES. CONSUMER EDUCATION MATERIALS PROJECT. 73
BAECHER, CHARLOTTE;AND OTHERS
CONSUMERS UNION OF UNITED STATES, INC., MOUNT VERNON, N.Y. EDUCATIONAL SERVICES DIV.
NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C. OFFICE OF RESEARCH GRANTS.
GRANT NO. OEG-0-71-0624
NOTES: 72P.
ADULT EDUCATION, CASE STUDIES, COMMUNITY COLLEGES, COMMUNITY ROLE, CONSUMER EDUCATION, CONSUMER SCIENCE, EDUCATIONAL INNOVATION, EDUCATIONAL STRATEGIES, JUNIOR COLLEGES, LEADERSHIP TRAINING, NONFORMAL EDUCATION, POST SECONDARY EDUCATION, PROGRAM DESCRIPTIONS, STUDENT NEEDS, TEACHING GUIDES, TEACHING TECHNIQUES, VALUES, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS
CONSUMER EDUCATION PROGRAMS RESPONSIVE TO THE NEEDS OF STUDENTS ENROLLED IN TWO-YEAR COLLEGES AND OTHER INSTITUTES AT THE POSTSECONDARY LEVEL ARE DESCRIBED IN THIS PUBLICATION, ONE OF SIX IN A SERIES PREPARED BY THE EDUCATIONAL DIVISION OF CONSUMERS UNION FOR THE CONSUMER EDUCATION MATERIALS PROJECT (CEMP). THE CASE STUDIES IN THIS VOLUME ARE ORGANIZED INTO FOUR SECTIONS. THE FIRST GROUP EXPLORES A VARIETY OF SEPARATE COURSE APPROACHES, RANGING FROM A CONSUMER ECONOMICS COURSE DOUBLING AS AN ACTION PROGRAM FOR A LOW-INCOME HOUSING PROJECT TO THE INTRODUCTION OF CONSUMER-RELATED MATERIALS INTO A FRESHMAN ENGLISH COURSE. THE SECOND GROUP DESCRIBES CONSUMER EDUCATION COMPONENTS IN ONE- AND TWO-YEAR DEGREE PROGRAMS. A THIRD GROUP ILLUSTRATES HOW FOUR STATES USED FEDERAL MONIES TO IMPLEMENT CONSUMER AND HOMEMAKING EDUCATION PROGRAMS IN VOCATIONAL-TECHNICAL SCHOOLS AND INSTITUTES. THE FOURTH SECTION DETAILS OTHER CONTINUING EDUCATION PROJECTS CARRIED OUT UNDER THE AUSPICES OF TWO-YEAR COLLEGES. POSSIBILITIES ARE INCLUDED FOR EXPANDING AND ADAPTING THE PROGRAMS AND APPROACHES FOR EACH CASE STUDY. A SEPARATE CHAPTER SUGGESTS SPECIFIC STRATEGIES FOR DEALING WITH POTENTIAL VALUE CONFLICTS. RELATED DOCUMENTS ARE SO 006 859-865. (AUTHOR/KSM)
ERIC: ED086629 CONSUMER UNION OF THE UNITED STATES, 256 WASHINGTON ST., MOUNT VERNON,

(CONT.)
902 NEW YORK 10550 ($3.00 OR $15.00 FOR ALL SIX PROJECT BOOKS)

903 CONSUMER GUIDE NEW JOB OPPORTUNITIES FOR WOMEN. 75
LEDERER, MURIEL;AND OTHERS
NOTES: 275P.
BLUE COLLAR OCCUPATIONS, BUSINESS, CAREER LADDERS, CAREER OPPORTUNITIES, CAREERS, ENGINEERING, FEMALES, HEALTH OCCUPATIONS, JOBS, JOB TRAINING, MILITARY SERVICE, OCCUPATIONAL INFORMATION, SCIENTIFIC PERSONNEL, SERVICE OCCUPATIONS, VOCATIONAL COUNSELING, WHITE COLLAR OCCUPATIONS, WORKING WOMEN
COMBINING ACTUAL INTERVIEWS WITH JOB INFORMATION, THE AUTHOR EXPLORES CURRENT JOB OPPORTUNITIES FOR WOMEN WITHOUT COLLEGE DEGREES WHO ARE ENTERING THE JOB MARKET FOR THE FIRST TIME, RETURNING TO WORK, OR CHANGING POSITIONS. THE BOOK SUPPLIES THE READER WITH GUIDELINES ON LOCATING JOB OPENINGS, OBTAINING INEXPENSIVE JOB TRAINING, AND ADVANCING UP THE CAREER LADDER. NEW UNCONVENTIONAL JOBS JUST OPENING UP TO WOMEN ARE EXPLORED AS WELL AS NEW FIELDS THAT ARE EMERGING AT THE BOUNDARIES OF ALREAD EXISTING OCCUPATIONS. THE AUTHOR FOCUSES ATTENTION ON 49 CAREERS IN FIVE MAJOR CAREER AREAS HEALTH CARE, BUSINESS, ARMED FORCES, ENGINEERING AND SCIENCE, AND PUBLIC AND PERSONAL SERVICE. JOB DESCRIPTIONS INCLUDE A NARRATION OF A REAL-LIFE WORKING WOMANS EXPERIENCES ON THE JOB AS WELL AS TRAINING PROGRAMS, WORKING CONDITIONS, BEGINNING SALARY RANGES, AND LISTINGS OF SOURCES OF CAREER INFORMATION. A CONCLUDING SECTION DISCUSSES TRAINING PROGRAMS (JUNIOR/COMMUNITY COLLEGES, PRIVATE TRADE/TECHNICAL/BUSINESS SCHOOLS, HOME STUDY COURSES, APPRENTICESHIPS, COOPERATIVE WORK-STUDY PROGRAMS, AND INDUSTRY TRAINING PROGRAMS) AND OFFERS SUGGESTIONS ON SEEKING VOCATIONAL COUNSELING. (EA)
ERIC: ED119022 SIMON AND SCHUSTER, 630 FIFTH AVE., NEW YORK, NEW YORK 10020 ($8.95)

904 CONTAINER MAKER-FILLER-PACKER OPERATOR (MISC. FOOD PREP.) 7-63.920--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, FOOD SERVICE INDUSTRY, JOB APPLICANTS, JOB SKILLS, MACHINISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CONTAINER MAKER OPERATOR, FILLER, GATB, GENERAL APTITUDE TEST BATTERY, PACKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AC)
ERIC: ED065566

905 CONTEMPORARY PROBLEMS OF ADULT EDUCATION IN THE CZECHOSLOVAK SOCIALIST REPUBLIC. SECOND REVISED EDITION. SEP66
INSTITUTE OF ADULT EDUCATION, PRAGUE (CZECHOSLOVAKIA).
ADULT EDUCATION, ADULT EDUCATORS, APPRENTICESHIPS, AUDIOVISUAL AIDS, COMMUNISM, EDUCATIONAL FACILITIES, EDUCATIONAL INTEREST, EDUCATIONAL NEEDS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PLANNING, EDUCATIONAL RADIO, EDUCATIONAL TELEVISION, GENERAL EDUCATION, INDUSTRIAL TRAINING, MOTIVATION, NATIONAL SURVEYS, PROGRAMED INSTRUCTION, RESEARCH, TECHNOLOGY, VOCATIONAL EDUCATION, CZECHOSLOVAKIA
THIS COMPENDIUM SUMMARIZES MAJOR FINDINGS FROM WORK AND PREPARATORY RESEARCH CONDUCTED BY THE CZECHOSLOVAK INSTITUTE FOR ADULT EDUCATION AND OTHER INSTITUTES, TOGETHER WITH PRACTICAL FINDINGS FROM THE FIELD OF ADULT EDUCATION. ARTICLES AND OTHER MATERIALS ARE PRESENTED ON SUCH TOPICS AS CURRENT NATIONAL NEEDS FOR VOCATIONAL, ACADEMIC, AND GENERAL ADULT EDUCATION, THE IMPACT OF CULTURAL, SCIENTIFIC, AND TECHNOLOGICAL CHANGE ON WORKERS EDUCATION IN CZECHOSLOVAKIA, THE NATIONAL SYSTEM OF COMMUNIST EDUCATION AND ADULT EDUCATION, EDUCATIONAL PRINCIPLES LAID DOWN BY THE PRESIDIUM OF THE COMMUNIST PARTY OF CZECHOSLOVAKIA (JULY 1963), PROBLEMS OF SOCIAL PSYCHOLOGY AND SOCIOLOGY, PROBLEMS OF METHODOLOGY AND EDUCATIONAL PLANNING, ADULT EDUCATOR QUALIFICATIONS, THE USE OF RADIO, TELEVISION, AND OTHER FORMS OF EDUCATIONAL TECHNOLOGY, AND EDUCATIONAL MANAGEMENT AND CONTROL. THE DOCUMENT INCLUDES THREE TABLES. THIS DOCUMENT IS AVAILABLE FROM THE INSTITUTE OF ADULT EDUCATION, PRAGUE, CZECHOSLOVAKIA. 197 PAGES. (LY)
ERIC: ED019691

906 CONTENT ANALYSIS OF THE VOCATIONAL GUIDANCE QUARTERLY VOLUMES 1-19, INCLUSIVE MAR 72
YUNGMAN, G. THOMAS
VOCATIONAL GUIDANCE QUARTERLY;20:3:193-8
CHILD DEVELOPMENT, CONTENT ANALYSIS, EMPLOYMENT, GUIDANCE OBJECTIVES, HIGHER EDUCATION, OCCUPATIONAL INFORMATION, PUBLICATIONS, VOCATIONAL DEVELOPMENT, VOCATIONAL GUIDANCE QUARTERLY
ERIC: EJ053000

807 A CONTENTED CREW MEANS A TRIM SHIP 1975
VISION, NO.52, MARCH 1975, P. 71.
EMPLOYEE BENEFITS, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB ENRICHMENT, JOB SATISFACTION, LABOR TURNOVER, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, SHIPPING, SUPERIOR SUBORDINATE RELATIONSHIP, SWEDEN, UNIONS
SWEDISH SHIPBUILDER KOCKUMS BUILT UP INVOLVEMENT OF WORKERS, INCREASING PROFIT.
MGMT: VIS75C0071

808 CONTENTS AND TECHNIQUES OF MANAGEMENT DEVELOPMENT PROGRAMS FOR WOMEN 1976
ALPANDER, G.G.: GUTMANN, J.E.
PERSONNEL JOURNAL, VOL.55, NO.2, FEB 1976, P. 76-79. BIBLIOG. 10
CAREER DEVELOPMENT, EXECUTIVE, EXECUTIVE COMPENSATION, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGEMENT TRAINING, MOTIVATION, PERSONNEL MANAGEMENT, WOMEN IN BUSINESS
COMPENSATION MOTIVATES ONLY IF IT IS SUITABLY RELATED TO TASK ACCOMPLISHMENT AND MEANINGFUL TO THE INDIVIDUAL. TRAINING AND DEVELOPMENT EFFORTS TO PROMOTE FEMALE MANAGERS MUST TAKE THIS INTO ACCOUNT. SATISFACTION MEASUREMENTS ARE TABULATED.
MGMT: PEJ7650076

809 CONTINUING EDUCATION FOR BUSINESS, MONOGRAPH 125. NOV 72
SWATT, KENNETH A.
NOTES: 62P.
ADULT COUNSELING, ADULT EDUCATION PROGRAMS, ADULT VOCATIONAL EDUCATION, BUSINESS EDUCATION, COURSE DESCRIPTIONS, EVENING PROGRAMS, OCCUPATIONAL GUIDANCE, POST SECONDARY EDUCATION, PROGRAM DESCRIPTIONS, PROGRAM PLANNING, TEACHING METHODS, VOCATIONAL DEVELOPMENT, VOCATIONAL RETRAINING
FOCUSING ON ADULT BUSINESS EDUCATION IN THE PUBLIC EVENING SCHOOL, THE MONOGRAPH FIRST PRESENTS A BRIEF HISTORY OF THE EDUCATIONAL FORM AND ITS PHILOSOPHICAL FOUNDATIONS FOR PROGRESS AND THEN LISTS PROGRAMS OF ADULT BUSINESS CURRICULUMS, BOTH PREPARATORY AND SUPPLEMENTARY. THE BROAD PREPARATORY PROGRAMS OFFER COURSES TO EDUCATE ADULTS FOR ENTRY INTO THE LABOR FORCE IN A NEW OR FORMER OCCUPATION. COURSES IN THE PREPARATORY CURRICULUM COVER ACCOUNTING, SHORTHAND, BUSINESS DATA PROCESSING, BUSINESS ORGANIZATION AND MANAGEMENT, OFFICE MACHINES AND PROCEDURES, SYSTEM DESIGN AND DEVELOPMENT, AND TYPEWRITING. THE SUPPLEMENTARY PROGRAMS, OFTEN OF SHORT OR SINGLE COURSES, PROVIDE EDUCATION FOR ADULTS WHO HAVE ALREADY ENTERED THE LABOR MARKET AND NEED EDUCATION TO UPDATE OR UPGRADE THEIR CURRENT EMPLOYMENT SKILLS. PLANNING AND CRITERIA FOR ADULT BUSINESS EDUCATION IN SEVERAL STATES ARE PRESENTED, ALONG WITH SHORT DESCRIPTIONS OF COURSES OFFERED. SUCH COURSES ARE CONDUCTED BY SECONDARY SCHOOLS, VOCATIONAL-TECHNICAL SCHOOLS, AND MANY POSTSECONDARY INSTITUTIONS. COMPLETE VOCATIONAL GUIDANCE SERVICES SHOULD BE AVAILABLE FOR ADULTS, SUCH AS TESTING AND COUNSELING, EDUCATIONAL AND OCCUPATIONAL INFORMATION, AND PLACEMENT AND FOLLOWUP. THE MONOGRAPH ALSO DISCUSSES METHODS OF PLANNING ADULT PROGRAMS AND THE TEACHING METHODOLOGY APPROPRIATE TO ADULT LEARNERS. (MF)
ERIC: ED122077

810 CONTINUING EDUCATION FOR WOMEN CURRENT DEVELOPMENTS. 74
WELLS, JEAN A.
EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C. WOMENS BUREAU.
NOTES: 17P.: BASED ON A PAPER PRESENTED AT A CONVENTION WORKSHOP COSPONSORED BY THE COMMISSION ON THE STATUS OF WOMEN IN ADULT EDUCATION AND THE SECTION ON CONTINUING EDUCATION FOR WOMEN--BOTH PART OF THE ADULT EDUCATION ASSOCIATION (DALLAS, TEXAS, OCTOBER 1973)
ADULT EDUCATION, ADULT PROGRAMS, ADULT STUDENTS, CHILD CARE, CONSORTIA, COUNSELING, INDIVIDUAL NEEDS, JOB TRAINING, LOW INCOME GROUPS, MANAGERIAL OCCUPATIONS, NATIONAL SURVEYS, SELF ACTUALIZATION, VOCATIONAL DEVELOPMENT, WOMENS EDUCATION, WORKING WOMEN
CONTINUING EDUCATION FOR WOMEN HAS BECOME A SIGNIFICANT COMPONENT OF OUT EDUCATIONAL SYSTEM, AS EVIDENCED BY THE ESTIMATED OVER 500 CONTINUING EDUCATION COURSES, SERVICES, AND PROGRAMS FOR ADULT WOMEN OFFERED THROUGHOUT THE COUNTRY. PAST EMPHASIS OF THESE PROGRAMS HAD BEEN IN ASSISTING HOUSEWIVES INTERESTED IN JOB-ENTRY OR RE-ENTRY AND/OR SEARCHING FOR PERSONAL IDENTITY AND FULFILLMENT. NEW PROGRAMS NOW BEING DEVISED INCLUDE EMPHASIS ON HELPING EMPLOYED WOMEN WITH CAREER DEVELOPMENT OR ADVANCEMENT TO MANAGERIAL POSITIONS: LINKING UNDERGRADUATE WOMEN AND COMMUNITY GROUPS: PROMOTING CHILD CARE FACILITIES: EXPERIMENTING WITH NEW METHODS OF HELPING LOW-INCOME WOMEN. CONSORTIUM ARRANGEMENTS ARE BEING MADE AMONG SOME COLLEGES AND UNIVERSITIES TO EXTEND THE BENEFITS OF PROGRAMS FOR WOMEN BEYOND THE SCOPE OF A SINGLE INSTITUTION OR LOCATION. A STUDY BY THE NATIONAL COALITION FOR RESEARCH ON WOMENS EDUCATION AND DEVELOPMENT TO ASSESS THE IMPACT OF WOMENS PROGRAMS ON PARTICIPANTS AS WELL AS INSTITUTIONS AND A NATIONAL SURVEY BY EDUCATIONAL TESTING SERVICE TO DETERMINE WOMENS NEEDS AND IDENTIFY PROGRAM GAPS WILL HELP IN PROVIDING NEEDED RESEARCH. THE VALUE OF CONTINUING EDUCATION PROGRAMS TO IMPROVED COUNSELING OF UNDERGRADUATE WOMEN AND THE INFLUENCE OF CONTINUING EDUCATION FOR THE WOMENS MOVEMENT ON THE TOTAL CONTINUING EDUCATION MOVEMENT WARRANT FURTHER STUDY. (EA)
ERIC: ED099622

811 THE CONTINUING SEARCH FOR JOBS AND FREEDOM FEB 76
GINZBERG, ELI
CRISIS:83:2:63-68
NEGROES, MINORITY GROUPS, LABOR MARKET, EMPLOYMENT OPPORTUNITIES, ECONOMIC CLIMATE, NEGRO EMPLOYMENT, RACIAL DISCRIMINATION, LABOR PROBLEMS, ECONOMIC FACTORS, LABOR

(CONT.)

911 ECONOMICS
SUGGESTS THAT IN THE ABSENCE OF A TIGHTER LABOR MARKET, THE HIGH PROPORTION OF BLACKS AND OTHER MINORITY GROUP MEMBERS OR WOMEN CANNOT SUBSTANTIALLY IMPROVE THEIR ECONOMIC SITUATION. THE SUREST REINFORCING AGENCY FOR EXISTING INEQUALITIES AND DISCRIMINATION IS A CONTINUING LOOSE LABOR MARKET. (AUTHOR/AM)
ERIC: EJ135422

912 A CONTINUING STUDY OF JOB CORPS TERMINATIONS, WAVE II - INITIAL INTERVIEW WITH TERMINATIONS FROM AUGUST 15, 1966 TO DECEMBER 15, 1966, AN INTERIM REPORT. MAY67
HARRIS (LOUIS) AND ASSOCIATES, INC., NEW YORK, N.Y.
NOTES: 30P.
AGE, COMPARATIVE STATISTICS, DISADVANTAGED YOUTH, DROPOUTS, EMPLOYMENT, FEDERAL PROGRAMS, FOLLOWUP STUDIES, GEOGRAPHIC DISTRIBUTION, GRADUATES, INDIVIDUAL CHARACTERISTICS, OCCUPATIONS, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PROGRAM EVALUATION, RACIAL CHARACTERISTICS, RURAL URBAN DIFFERENCES, SEX (CHARACTERISTICS), SOCIOECONOMIC BACKGROUND, VOCATIONAL EDUCATION, WAGES, JOB CORPS
THIS INTERIM REPORT OF PRE- AND POST-JOB CORPS STATUS FOR TERMINATIONS (GRADUATES, DROPOUTS, AND DISCHARGES) IS THE SECOND PART OF A CONTINUING EVALUATION OF THE EFFECTIVENESS OF JOB CORPS TRAINING. OF 4,649 TERMINATIONS FOR THE PERIOD, 1,254 WERE PERSONALLY INTERVIEWED. SOME OF THE SURVEY HIGHLIGHTS WERE--(1) FEWER THAN HALF OF THE TERMINATIONS WERE WORKING AT THE TIME THEY ENTERED THE JOB CORPS, AND OVER A THIRD OF THESE HAD SOME TYPE OF SERVICE JOB, (2) THE MEDIAN PRE-JOB CORPS HOURLY RATE FOR THOSE WORKING WAS $1.19, (3) NOT ONLY WERE FEWER WOMEN THAN MEN WORKING, BUT THEIR EARNINGS WERE SIGNIFICANTLY LOWER, (4) THE MEDIAN LENGTH OF TIME IN THE JOB CORPS WAS 4.3 MONTHS, (5) URBAN CENTERS HAD SIGNIFICANTLY HIGHER PROPORTIONS OF GRADUATES THAN CONSERVATION CENTERS, (6) THE YOUNGER TERMINATIONS HAD A LOWER PERCENTAGE OF GRADUATES, (7) 53 PERCENT FOUND A JOB IMMEDIATELY AFTER LEAVING THE JOB CORPS, (8) OVER TWO-THIRDS OF THE GRADUATES WERE WORKING AT THE TIME OF THE SURVEY, COMPARED WITH 54 PERCENT OF THE DROPOUTS AND 55 PERCENT OF THE DISCHARGES, (9) FEWER GRADUATES THAN DROPOUTS OR DISCHARGES WERE IN SERVICE OCCUPATIONS AFTER JOB CORPS TRAINING AND MORE WERE IN MACHINE TRADES AND STRUCTURAL WORK, (10) ONE-THIRD OF THE POST-JOB CORPS WOMEN WERE WORKING IN TECHNICAL FIELDS, PARTICULARLY NURSING, COMPARED WITH 7 PERCENT OF PRE-JOB CORPS WOMEN, AND (11) GRADUATES HAD A HIGHER MEDIAN HOURLY PAY RATE AND A LARGER INCREASE OVER THE PRE-JOB CORPS EARNINGS THAN DID THE DROPOUTS OR DISCHARGES. (ET)
ERIC: ED015318

913 CONTINUOUS LONGITUDINAL MANPOWER SURVEY. REPORT NO. 1. CHARACTERISTICS OF CETA PARTICIPANTS ENROLLED DURING THIRD QUARTER OF FY 1975 JAN 76
WESTAT RESEARCH, INC., ROCKVILLE, MD. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF MANPOWER PROGRAM EVALUATION.
CONTRACT NO. DL-23-24-75-07
NOTES: FINAL REPT. 117P
EMPLOYMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, NTISLABPEE
THE REPORT OF THE CONTINUOUS LONGITUDINAL MANPOWER SURVEY (CLMS) TRACKS A NATIONAL SAMPLE OF PARTICIPANTS IN EMPLOYMENT AND TRAINING PROGRAMS RUN BY STATE AND LOCAL GOVERNMENTS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA). THIS REPORT IS ON CHARACTERISTICS OF PERSONS WHO ENROLLED IN CETA PROGRAMS DURING THE THIRD QUARTER OF FY 1975 (JANUARY THROUGH MARCH, 1975) AND THE FINDINGS ARE, THEREFORE, SUBJECT TO THE EFFECT OF SEASONAL VARIATIONS IN THE PROGRAMS ENROLLEES. THE FINDINGS PRESENTED HERE ARE NATIONAL ESTIMATES AND THE TYPE OF DATA AND ANALYSES REPRESENT WHAT WILL BE AVAILABLE AND REPORTED ON FUTURE CETA ENROLLEES. THE SAMPLE DATA ARE FROM INITIAL INTERVIEWS WITH ENROLLEES AND ARE RESTRICTED TO CHARACTERISTICS OF ENROLLEES, THEIR FAMILIES AND THEIR WORK HISTORY FOR A YEAR PRIOR TO ENROLLMENT. FOLLOWUP INTERVIEWS WILL BE CONDUCTED WITH THESE SAME RESPONDENTS AT FUTURE TIMES IN ORDER TO GET INFORMATION ON IN-PROGRAM AND POST-PROGRAM EXPERIENCE. THESE FOLLOWUP DATA WILL BE ANALYZED IN FUTURE REPORTS.
NTIS: PB-251 032/9ST NTIS PRICES PC$5.50/MF$2.25

914 CONTINUOUS LONGITUDINAL MANPOWER SURVEY. REPORT NO. 2. CHARACTERISTICS OF ENROLLEES WHO ENTERED CETA (COMPREHENSIVE EMPLOYMENT AND TRAINING ACT) PROGRAMS DURING FOURTH QUARTER OF FY 1975 MAR 76
WESTAT, INC., ROCKVILLE, MD. RESEARCH DIV. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH. BUREAU OF THE CENSUS, WASHINGTON, D.C.
GRANT NO. DL-23-24-75-07
NOTES: FINAL REPT. 77P
EMPLOYMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, NTISLABPEE
THE CONTINUOUS LONGITUDINAL MANPOWER SURVEY (CLMS) PROVIDES DETAILED DATA, BASED ON A NATIONAL SAMPLE, CONCERNING ENROLLEES IN EMPLOYMENT AND TRAINING PROGRAMS ADMINISTERED BY STATE AND LOCAL GOVERNMENTS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA). THIS REPORT PRIMARILY COVERS PERSONS WHO ENROLLED IN CETA PROGRAMS DURING THE FOURTH QUARTER OF FY 1975 (APRIL THROUGH JUNE OF 1975). THE SURVEY RESULTS FOR THE FOURTH QUARTER FY 1975 ARE NATIONAL ESTIMATES BASED ON A SAMPLE OF 3,750 CETA ENROLLEES. THE DATA, OBTAINED FROM PRIME SPONSOR RECORDS AND INITIAL INTERVIEWS WITH ENROLLEES, PERTAIN TO CHARACTERISTICS OF THE ENROLLEES AND THEIR FAMILIES AND TO WORK HISTORIES OF THE ENTRANTS FOR THE YEAR PRIOR TO ENROLLMENT. FOLLOWUP INTERVIEWS ARE CONDUCTED WITH EACH SAMPLED ENROLLEE TO PROCURE INFORMATION ON BOTH IN-PROGRAM AND POST-ENROLLMENT LABOR FORCE EXPERIENCE; SUCH FOLLOWUP DATA WILL BE PRESENTED AND ANALYZED IN FUTURE CLMS REPORTS.
NTIS: PB-251 993/2ST NTIS PRICES PC$4.50/MF$2.25

815 CONTINUOUS LONGITUDINAL MANPOWER SURVEY. REPORT NO. 3. CHARACTERISTICS OF ENROLLEES WHO ENTERED CETA PROGRAMS DURING FIRST QUARTER OF FY 1976 MAY 76
WESTAT, INC., ROCKVILLE, MD. RESEARCH DIV. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH.
CONTRACT NO. DL-23-24-75-07
NOTES: FINAL REPT. 49P
EMPLOYMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, NTISLABPEE
THIS REPORT IS THE THIRD FROM THE CONTINUOUS LONGITUDINAL MANPOWER SURVEY (CLMS) OF A NATIONAL SAMPLE OF PARTICIPANTS IN DECENTRALIZED PROGRAMS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). IT IS ON THE CHARACTERISTICS OF PARTICIPANTS ENROLLED IN THE FIRST QUARTER OF FY 1976 (JULY - SEPT. 1975).
NTIS: PB-253 565/6ST NTIS PRICES PC$4.00/MF$2.25

816 CONTINUOUS LONGITUDINAL MANPOWER SURVEY. REPORT NO. 5. CHARACTERISTICS OF ENROLLEES WHO ENTERED CETA PROGRAMS DURING JANUARY-MARCH 1976 APR 77
WESTAT, INC., ROCKVILLE, MD. RESEARCH DIV. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF PROGRAM EVALUATION.
CONTRACT NO. DL-23-24-75-07
NOTES: FINAL REPT. 92P
EMPLOYMENT, MANPOWER UTILIZATION, PERSONNEL, CONTINUOUS LONGITUDINAL MANPOWER SURVEY, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, PUBLIC SERVICE, ENROLLEES, NTISLABPEE, NTISLABETA, NTISCOMCEN
THIS IS THE FIFTH REPORT FROM THE CONTINUOUS LONGITUDINAL MANPOWER SURVEY (CLMS) OF A NATIONAL SAMPLE OF PARTICIPANTS IN DECENTRALIZED PROGRAMS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). IT IS ON THE CHARACTERISTICS OF ENROLLEES WHO ENTERED CETA PROGRAMS DURING THE THIRD QUARTER OF FY 1976 (JANUARY-MARCH 1976).
NTIS: PB-264 348/0ST NTIS PRICES PC A05/MF A01

817 CONTINUOUS LONGITUDINAL MANPOWER SURVEY. REPORT NO. 6. CHARACTERISTICS OF NEW ENROLLEES IN CETA PROGRAMS DURING FISCAL YEAR 1976 AUG 77
WESTAT, INC., ROCKVILLE, MD. RESEARCH DIV.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. DL-23-24-75-07
NOTES: FINAL REPT. 249P
EMPLOYMENT, MANPOWER UTILIZATION, PERSONNEL, CONTINUOUS LONGITUDINAL MANPOWER SURVEY, ENROLLEES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, PUBLIC SERVICE, NTISLABPEE, NTISCOMCEN, NTISLABETA
THIS IS THE SIXTH REPORT FROM THE CONTINUOUS LONGITUDINAL MANPOWER SURVEY (CLMS) OF A NATIONAL SAMPLE OF PARTICIPANTS IN DECENTRALIZED PROGRAMS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). IT IS ON THE CHARACTERISTICS OF ENROLLEES WHO ENTERED CETA PROGRAMS DURING FISCAL YEAR 1976.
NTIS: PB-272 950/7ST NTIS PRICES PC A11/MF A01

818 CONTINUOUS LONGITUDINAL MANPOWER SURVEY. TECHNICAL REPORT NO. 1. METHODOLOGY MAR 77
WESTAT, INC., ROCKVILLE, MD. RESEARCH DIV. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF PROGRAM EVALUATION.
CONTRACT NO. DL-23-24-75-07
NOTES: FINAL REPT. 105P
EMPLOYMENT, MANPOWER UTILIZATION, DATA ACQUISITION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, CONTINUOUS LONGITUDINAL MANPOWER SURVEY, NTISLABPEE, NTISLABETA
THIS REPORT DESCRIBES THE METHODOLOGY USED TO PROVIDE DATA FOR THE CONTINUOUS LONGITUDINAL MANPOWER SURVEY (CLMS). THE MAJOR SURVEY DESIGN PROCEDURES ARE DESCRIBED, WITH PARTICULAR STRESS ON ASPECTS AFFECTING THE QUALITY OF THE DATA. IT ESSENTIALLY COVERS THE SAMPLE DESIGN, METHODS OF QUALITY CONTROL ON THE DATA COLLECTION, AND THE ESTIMATION PROCEDURE.
NTIS: PB-268 347/2ST NTIS PRICES PC A06/MF A01

819 CONTINUOUS LONGITUDINAL MANPOWER SURVEY, REPORT NUMBER 4, CHARACTERISTICS OF ENROLLEES WHO ENTERED CETA PROGRAMS DURING CALENDAR 1975 NOV 76
WESTAT, INC., ROCKVILLE, MD. RESEARCH DIV. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH.
CONTRACT NO. DL-23-24-75-07
NOTES: FINAL REPT. 173P
EMPLOYMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, NTISLABPEE, NTISLABETA, NTISCOMCEN
THIS IS THE FOURTH REPORT FROM THE CONTINUOUS LONGITUDINAL MANPOWER SURVEY (CLMS) OF A NATIONAL SAMPLE OF PARTICIPANTS IN DECENTRALIZED PROGRAMS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). IT IS ON THE CHARACTERISTICS OF PARTICIPANTS ENROLLED IN CALENDAR 1975.
NTIS: PB-261 443/6ST NTIS PRICES PC A08/MF A01

820 CONTRACT COMPLIANCE AND EQUAL EMPLOYMENT OPPORTUNITY IN THE CONSTRUCTION INDUSTRY. TRANSCRIPT OF OPEN MEETING. DEC 69
MASSACHUSETTS STATE ADVISORY COMMITTEE, BOSTON. COMMISSION ON CIVIL RIGHTS, WASHINGTON, D.C.
NOTES: 458P.MEETING HELD IN BOSTON, MASS., JUNE 25-26, 1969.
EQUAL OPPORTUNITIES (JOBS), MINORITY GROUPS, CONSTRUCTION INDUSTRY, NEGRO EMPLOYMENT, FEDERAL LAWS, LABOR UNIONS, BOSTON, MODEL CITIES
ENFORCEMENT OF CIVIL RIGHTS LAWS BY FEDERAL AGENCIES IS BASED ON INFORMATION RECEIVED

(CONT.)
820 FROM THE STATE ADVISORY COMMITTEES. THIS MEETING WAS HELD BEFORE THE MASSACHUSETTS COMMITTEE TO GATHER INFORMATION ON THE EXTENT TO WHICH MINORITY PERSONS IN MASSACHUSETTS PARTICIPATE IN THE CONSTRUCTION INDUSTRY AND TO IDENTIFY POSSIBLE CIVIL RIGHTS VIOLATIONS. PARTICIPANTS WERE REPRESENTATIVES FROM FEDERAL AGENCIES, BUILDERS ASSOCIATIONS, UNIONS, STATE AND LOCAL GOVERNMENTS, AND MINORITY ORGANIZATIONS. THE WORK OF VARIOUS GOVERNMENTAL AND PRIVATE AGENCIES TO INCREASE MINORITY PARTICIPATION WAS REVIEWED, AND RECOMMENDATIONS WERE MADE FOR FURTHER ACTIONS TO IMPROVE THE SITUATION. (BH)
AIM/ARM: VT011436 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (CR1.2 C76/2, $3.25).

821 A CONTRACT TO ENCOURAGE FULL UTILIZATION OF EDUCATIONAL TALENT. FINAL REPORT 1968-1969. 30 JUN 69
NEW MEXICO COUNCIL FOR THE DEVELOPMENT OF EDUCATIONAL TALENT, LAS VEGAS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D. C. BUREAU OF HIGHER EDUCATION.
NOTES: 41P.
AMERICAN INDIANS, ATTITUDES, CAREER CHOICE, CAREER PLANNING, CASE STUDIES, COUNSELORS, DROPOUTS, FEDERAL PROGRAMS, GUIDANCE OBJECTIVES, HIGHER EDUCATION, RURAL YOUTH, VOCATIONAL COUNSELING, NEW MEXICO
GOALS OF THE NEW MEXICO EDUCATIONAL TALENT PROJECT--FUNDED UNDER TITLE III OF THE ELEMENTARY AND SECONDARY EDUCATION ACT--ARE (1) TO IDENTIFY QUALIFIED SECONDARY SCHOOL STUDENTS AT THE 11TH GRADE OR EARLIER AND ASSIST THEM IN COMPLETING THEIR HIGH SCHOOL EDUCATION, (2) TO ENCOURAGE AN INCREASING NUMBER OF HIGH SCHOOL STUDENTS TO SELECT A TEACHING CAREER, (3) TO IDENTIFY POTENTIAL HIGH SCHOOL DROPOUTS, (4) TO ENCOURAGE COLLEGIATE DROPOUTS TO RETURN TO SCHOOL, (5) TO ENCOURAGE HIGH SCHOOL GRADUATES WITH HIGH ACADEMIC POTENTIAL TO ATTEMPT POST-SECONDARY EDUCATION, (6) TO PROVIDE SUSTAINED COUNSELING EFFORTS WITH INDIAN AND RURAL YOUTH TO ENCOURAGE THEM TO SEEK ADDITIONAL EDUCATION, AND (7) TO DEVELOP EFFECTIVE WAYS FOR IMPROVING COMMUNICATION BETWEEN COLLEGE STUDENTS, COLLEGE STAFFS, AND ADMINISTRATION. DURING 1968-69, A COORDINATOR AND 4 FIELD REPRESENTATIVES CONTACTED 162,769 PERSONS (INCLUDING GROUP PRESENTATIONS). REFERRALS (777) RECEIVED DURING THE YEAR WERE PRINCIPALLY FROM SCHOOL PERSONNEL AND THE WELFARE DEPARTMENT PERSONNEL. WHEN REFERRED, 60% WERE HIGH SCHOOL STUDENTS; 23% WERE HIGH SCHOOL GRADUATES; 8.5% WERE HIGH SCHOOL DROPOUTS; AND 8.5% COMPRISED THE REMAINDER OF THE REFERRALS. ALTHOUGH STUDENT ACTION IN THE FALL IS DIFFICULT TO PREDICT, IT IS ESTIMATED THAT 33% WILL ENROLL IN COLLEGE, 7.5% WILL ATTEND VOCATIONAL-TECHNICAL SCHOOLS, AND 7.5% WILL TAKE MISCELLANEOUS ACTION. (LS)
ERIC: ED048951

822 CONTRACTING EXPERIENCES WITH TRADE ADJUSTMENT ASSISTANCE 1975
MCCARTHY, J.E.
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.6, JUNE 1975, P. 25-30. BIBLIOG. 8
ECONOMICS, IMPORT, JOB SECURITY, LABOR MARKET, LAYOFF, TRADE, UNEMPLOYMENT, WAGES, WOMEN IN BUSINESS, WORKMEN'S COMPENSATION
TRADE ADJUSTMENT ASSISTANCE GIVEN SHOE WORKERS IN MASSACHUSETTS SHOWED IT WAS MAINLY IN TRADE READJUSTMENT ALLOWANCES, THAT THE PROGRAM WAS TOO SLOW TO BE OF USE TO MOST, MOST NEEDING IT WERE WOMEN AND OLDER WORKERS SIGNIFICANT BENEFITS WERE SEEN IN ONE STUDY.
MGMT: UML75F0025

823 THE CONTRIBUTION OF EDUCATION TO ECONOMIC GROWTH IN THE STATE OF MICHIGAN. FINAL REPORT. JUN 63
CHASE, JOHN S.; MILLER, JAMES L., JR.
MICHIGAN UNIV., ANN ARBOR. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 313P.
ECONOMIC DEVELOPMENT, ECONOMIC FACTORS, EDUCATION, GRADUATE SURVEYS, MIGRATION PATTERNS, QUESTIONNAIRES, STATISTICAL ANALYSIS, TABLES (DATA)
TO DETERMINE THE NATURE AND EXTENT OF EDUCATIONS CONTRIBUTION TO STATE AND NATIONAL ECONOMIC GROWTH AND THE MIGRATION PATTERNS OF MICHIGAN COLLEGE AND UNIVERSITY GRADUATES, 4,700 QUESTIONNAIRES WERE MAILED TO THE 1951-61 GRADUATES OF PUBLIC UNIVERSITIES IN MICHIGAN. THE QUESTIONNAIRE WAS DESIGNED TO PROVIDE BACKGROUND DEMOGRAPHIC DATA, PREFERENCES FOR RESIDING IN MICHIGAN, PERCEPTIONS OF MICHIGAN AS A PLACE IN WHICH TO WORK AND LIVE, AND ACTUAL MIGRATION PATTERNS SUBSEQUENT TO EARNING THE DEGREE SPECIFIED IN THEIR QUESTIONNAIRES. ANALYSIS OF RESPONSES FROM 46 PERCENT OF THE POPULATION SHOWED THAT EDUCATION CONTRIBUTED 5 PERCENT TO THE ECONOMIC GROWTH OF THE STATE, WHEREAS THE COMPARABLE FIGURE FOR THE NATION AS A WHOLE WAS 23 PERCENT. A LARGE PART OF THE DIFFERENCE WAS DUE TO THE ADJUSTMENTS APPLIED TO THE BASIC DATA AT A NATIONAL LEVEL, WHICH WAS NOT UNDERTAKEN AT THE STATE LEVEL BECAUSE COMPARABLE DATA WERE NOT AVAILABLE. A MORE ACCURATE ANALYSIS SHOULD BE MADE WHEN ADDITIONAL DATA ARE AVAILABLE, BUT THIS ANALYSIS SHOWS THE EFFECT OF THE METHODOLOGY ON THE RESULTS. (BC)
ERIC: ED053249 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-198010, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

824 CONTRIBUTIONS AND COSTS OF MANPOWER DEVELOPMENT AND TRAINING. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS NO. 5. DEC 67
MANGUM, GARTH L.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C.
NOTES: 95P.

(CONT.)

824 APPRENTICESHIPS, COST EFFECTIVENESS, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EXPENDITURES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OBJECTIVES, POVERTY PROGRAMS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PUBLIC POLICY, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL EDUCATION, WAGES, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS

AS A PART OF A LARGER PROJECT UNDER GRANT FROM THE FORD FOUNDATION TO EVALUATE FEDERAL MANPOWER POLICIES AND PROGRAMS, THIS EVALUATION OF THE TRAINING EFFORTS UNDER TITLE II OF THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) MADE USE OF DATA PROVIDED BY THE DEPARTMENTS OF LABOR AND HEALTH, EDUCATION, AND WELFARE. BY THE END OF FISCAL 1967, 1.2 BILLION DOLLARS HAD BEEN OBLIGATED FOR TRAINING THE UNEMPLOYED AND UNDEREMPLOYED UNDER TITLE II OF THE ACT. AS THE COMBINED RESULT OF ORIGINAL CONGRESSIONAL INTENT AND SUBSEQUENT EXPERIENCE, MDTA INDUCED PROGRAMS HAVE COME TO HAVE SIX POTENTIAL AND IDENTIFIABLE OBJECTIVES (1) FACILITATING EMPLOYMENT OF THE UNEMPLOYED, (2) REDUCING POVERTY, (3) LESSENING INFLATIONARY PRESSURES, (4) MEETING LABOR SHORTAGES, (5) UPGRADING THE LABOR FORCE, AND (6) REVAMPING TRADITIONAL INSTITUTIONS. ON THE BASIS OF A DETAILED ANALYSIS OF BOTH QUANTIFIABLE AND NONQUANTIFIABLE ACCOMPLISHMENTS, THE EXTENT TO WHICH EACH OBJECTIVE HAS BEEN ACHIEVED IS EXAMINED AND ESTIMATES OF THE OVERALL COSTS OF THE PROGRAM ARE MADE BEFORE TURNING TO A REVIEW OF COST-BENEFIT STUDIES FOR COMPARISON WITH PREVIOUS CONCLUSIONS. THE RESULTS OF THE APPRAISAL ARE CLEARLY FAVORABLE. IN GENERAL, EVERY CURRENT COMPONENT MAY NOT PAY, BUT THE OVERALL CONTRIBUTIONS OF THE PROGRAM HAVE EXCEEDED ITS COSTS BY A MARGIN WHICH NOT ONLY MERITS SUPPORT BUT JUSTIFIES EXPANSION. (ET)

ERIC: ED021949 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, MUSEUMS ANNEX, ANN ARBOR, MICHIGAN 48104 ($2.00).

825 THE CONTRIBUTIONS OF VOCATIONAL EDUCATION, TRAINING AND WORK EXPERIENCE TO THE EARLY CAREER ACHIEVEMENTS OF YOUNG MEN. JUL 75

GRASSO, JOHN T.

OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 155P.; APPENDIX B MAY NOT REPRODUCE WELL DUE TO LIGHTNESS OF TYPE; PH.D. DISSERTATION, OHIO STATE UNIVERSITY

EMPLOYMENT EXPERIENCE, FOLLOWUP STUDIES, JOB SATISFACTION, LONGITUDINAL STUDIES, MALES, MULTIPLE REGRESSION ANALYSIS, PROGRAM EFFECTIVENESS, RELEVANCE (EDUCATION), STATISTICAL STUDIES, SUCCESS FACTORS, VOCATIONAL EDUCATION, YOUNG ADULTS

THE STUDY OF NON-COLLEGE-ATTENDING, MALE HIGH SCHOOL GRADUATES EXAMINES VOCATIONAL, GENERAL, AND COLLEGE PREPARATORY HIGH SCHOOL CURRICULA AND CERTAIN POST-SCHOOL TRAINING OPPORTUNITIES TO UNCOVER DIFFERENCES IN THEIR EFFECTIVENESS, EITHER ALONE OR IN CONJUNCTION WITH POST-SCHOOL PROGRAMS, IN PREPARING YOUTH FOR CAREERS. BASED ON DATA FROM THE NATIONAL LONGITUDINAL SURVEYS OF YOUNG MEN 1966-69, THE FOLLOWING SERVE AS CRITERION MEASURES IN A MULTIVARIATE FRAMEWORK A GENERAL OCCUPATIONAL INFORMATION TEST, ATTITUDES TOWARD ADEQUACY OF PREPARATION, PARTICIPATION IN POST-SCHOOL TRAINING, SKILL LEVEL OF JOBS, WAGES, MEASURES OF CAREER POTENTIAL, OVERALL JOB SATISFACTION, AND UNEMPLOYMENT EXPERIENCE. MULTIPLE REGRESSION IS USED TO IDENTIFY AND MEASURE THE NET EFFECTS OF EDUCATIONAL AND TRAINING VARIABLES BY CONTROLLING STATISTICALLY FOR OTHER INFLUENCES, WITH SEPARATE ANALYSES CONDUCTED FOR WHITE AND BLACK YOUTH. THE EMPIRICAL FINDINGS REPORTED AND DISCUSSED FOR EACH CRITERION MEASURE ARE SUMMARIZED AND PROVIDE THE BASIS FOR SPECIFIC CONCLUSIONS WHICH DO NOT SUPPORT THE VIEW THAT VOCATIONAL EDUCATION AT THE SECONDARY LEVEL IS SUPERIOR PREPARATION FOR THE WORLD OF WORK. FOUR MAJOR IMPLICATIONS FOR SECONDARY EDUCATION ARE DRAWN FROM THE FINDINGS. A 14-PAGE BIBLIOGRAPHY, A DISCUSSION OF STATISTICAL TESTS OF THE SIGNIFICANCE OF INTERGROUP DIFFERENCES IN REGRESSION, AND TABULATED REGRESSION RESULTS ARE APPENDED. (AUTHOR/MS)

ERIC: ED113537

826 CONTRIBUTIONS RESEARCH CAN MAKE IN UNDERSTANDING ORGANIZATIONAL EFFECTIVENESS 1976

CAMPBELL, J.P.

ORGANIZATION AND ADMINISTRATIVE SCIENCES, VOL.7, NO.1-2, SPRING-SUMMER 1976, P. 29-45. BIBLIOG. 28

BEHAVIORAL SCIENCE, COST BENEFIT ANALYSIS, DECISION MAKING, EMPLOYMENT POLICY, EVALUATION, GOALS AND OBJECTIVES, INDUSTRIAL PSYCHOLOGY, INDUSTRIAL RELATIONS, JOB ANALYSIS, MANAGEMENT, MANAGEMENT BY OBJECTIVES, MANAGEMENT TOOLS, MODELING, ORGANIZATIONAL DEVELOPMENT, PERFORMANCE, PRODUCTIVITY, PSYCHOLOGY, RESEARCH AND DEVELOPMENT

DECISIONS ABOUT AN ORGANIZATION RARELY REQUIRE THE USE OF ONE OVERALL EFFECTIVENESS INDEX. TWO GENERAL MODELS OF THE EFFECTIVE CONSTRUCT ARE PRESENTED. ALTERNATIVE MODELS INCLUDE COST-BENEFIT ANALYSIS, MBO, ORGANIZATIONAL DEVELOPMENT, AND INDUSTRIAL PSYCHOLOGY CRITERION MODEL. A LIST OF POSSIBLE INDICATORS OF ORGANIZATIONAL EFFECTIVENESS IS EXPLORED. GUIDELINES ARE OFFERED FOR FURTHER RESEARCH.

MGMT: DAS76N0029

827 CONTROL AND EVOLUTION OF AGGREGATE PERSONNEL FLOWS OF MEN AND JOBS 69 MAR

WHITE, HARRISON C.

ADMIN. SCI. QUART.;14:1:4-11

ECONOMIC RESEARCH, HYPOTHESIS TESTING, JOB MARKET, LABOR ECONOMICS, LABOR SUPPLY, MANPOWER NEEDS, MATHEMATICAL MODELS, PROBABILITY THEORY, SYSTEMS APPROACH

ERIC: EJ009086

828 CONVERSATIONS WITH RETURNING WOMEN STUDENTS. NOV67
LIKERT, JANE G., ED.
MICHIGAN UNIV., ANN ARBOR. CENTER FOR CONTINUING EDUCATION FOR WOMEN.
ADULT LEARNING, ANXIETY, COMMUTING STUDENTS, CONTINUING EDUCATION CENTERS, EDUCATIONAL COUNSELING, FAMILY MANAGEMENT, FEMALES, FINANCIAL PROBLEMS, GRADUATE STUDY, HIGHER EDUCATION, PART TIME STUDENTS, STUDY HABITS, UNDERGRADUATE STUDY, VOCATIONAL COUNSELING, WOMENS EDUCATION
IN THE SPRING OF 1967, THE UNIVERSITY OF MICHIGANS CENTER FOR CONTINUING EDUCATION OF WOMEN HELD A SERIES OF FOUR DISCUSSIONS, WOMEN IN SCHOOL AND AT WORK, TO GIVE WOMEN WHO ARE CONTINUING THEIR EDUCATION OR THINKING ABOUT IT AN OPPORTUNITY TO TALK TO EACH OTHER. AT EACH SESSION, TWO OR THREE WOMEN WHO HAD RETURNED TO COLLEGE BEGAN A GENERAL CONVERSATION BY DISCUSSING THEIR OWN RETURN AND SOME OF THEIR INITIAL FEARS, HANDICAPS, AND REWARDS. THEY COMPARED NOTES ON COPING WITH THEIR MULTIPLE OBLIGATIONS AND GAVE ADVICE TO THE NEWCOMERS. MEMBERS OF THE UNIVERSITY FACULTY, ADMINISTRATION, AND STAFF, AND THE CENTER STAFF ALSO TOOK PART. THIS BOOKLET REPRODUCES THE CONVERSATIONS ARRANGED UNDER THE GENERAL POINTS COVERED--RETURNING TO SCHOOL, ANXIETIES SUCH AS ATTITUDE OF HUSBANDS, FACULTY, AND OTHER STUDENTS, FEAR OF FAILURE, FINANCES, AND DISCRIMINATION, AND WAYS OF MANAGING AT HOME, SCHOOL, AND WORK. THIS DOCUMENT IS AVAILABLE, FOR $1.00, FROM THE UNIVERSITY OF MICHIGAN CENTER FOR CONTINUING EDUCATION OF WOMEN, 330 THOMPSON ST., ANN ARBOR, MICH. 48108. 55 PAGES. (AJ)
ERIC: ED017815

829 CONVEYOR-LOADER PLASTIC TOY PARTS (TOYS AND GAMES) 9-13.01--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLASTICS, TEST RELIABILITY, TEST VALIDITY, TOYS, UNSKILLED WORKERS, CONVEYOR LOADERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066465

830 COOK (HOTEL + REST.) 313.381--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, COOKS, CUTTING SCORES, EVALUATION CRITERIA, FOOD SERVICE WORKERS, HOTELS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065562

831 COOK, SHORT ORDER (HOTEL + REST.) 314.381--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. MAY 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, COOKS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD

(CONT.)

831 SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069636

832 COOPERATIVE AGRIBUSINESS APR 77
PORIOR, JOHN
AGRICULTURAL EDUCATION:49:10:230-231
COOPERATIVE PROGRAMS, AGRIBUSINESS, STUDENT DEVELOPMENT, COOPERATIVE EDUCATION, PROGRAM DESCRIPTIONS, VOCATIONAL EDUCATION, AGRICULTURAL EDUCATION, WORK EXPERIENCE PROGRAMS, SECONDARY EDUCATION
DESCRIBES THE OSHKOSH (WISCONSIN) PUBLIC SCHOOLS AGRIBUSINESS PROGRAM, A SECONDARY LEVEL PROGRAM WHICH EMPHASIZES CAREER EXPLORATION AND ON-THE-JOB TRAINING EXPERIENCE: EIGHT STATEMENTS DESCRIBE WHY THE PROGRAM HAS BEEN SUCCESSFUL. (HD)
ERIC: EJ156635

833 COOPERATIVE DISPERSED URBAN AREA MANPOWER PLANNING FOR NONMETROPOLITAN POPULATIONS. JUL 75
HANSEN, NILES M.
TEXAS UNIV., AUSTIN. CENTER FOR ECONOMIC DEVELOPMENT. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 304P.
COOPERATIVE PLANNING, ECONOMIC DEVELOPMENT, FEDERAL GOVERNMENT, LABOR MARKET, LOCAL GOVERNMENT, MANPOWER UTILIZATION, MOBILITY, REGIONAL PLANNING, RURAL AREAS, STATE GOVERNMENT, TABLES (DATA), TRANSPORTATION, URBAN AREAS, A 95 REVIEW PROCESS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT 1973, SMSA, STANDARD METROPOLITAN STATISTICAL AREAS
AS FEDERAL ECONOMIC DEVELOPMENT AND MANPOWER POLICIES HAVE SELDOM BEEN COORDINATED, THIS STUDY PRESENTS A CRITICAL EXAMINATION OF THE EFFECTS OF THESE POLICIES ON NONMETROPOLITAN AREAS AND SUGGESTS WAYS IN WHICH POLICY MIGHT BE BETTER INTEGRATED IN THE FRAMEWORK OF SUBSTATE PLANNING AND DEVELOPMENT DISTRICTS. EXAMINING THE PROBLEMS OF RURAL AREAS, THE FIRST 2 CHAPTERS DESCRIBE THE NATURE OF THE AMERICAN URBAN SYSTEM AND ITS RELATIONSHIP TO NONMETROPOLITAN AREAS. ANALYZING THE THEORETICAL AND EMPIRICAL ASPECTS OF GROWTH CENTER STRATEGY, CHAPTER 3 DISCUSSES EFFORTS TO BRING JOBS TO NONMETROPOLITAN AREAS VIA REGIONAL DEVELOPMENT POLICIES. SINCE PROBLEMS OF CREATING GRATER ACCESS TO ECONOMIC OPPORTUNITY ARE CLOSELY BOUND UP WITH THE SPATIAL ORGANIZATION OF LABOR MARKETS, THE RATIONALES BEHIND VARIOUS DELINEATIONS OF FUNCTIONAL ECONOMIC AREAS ARE ANALYZED IN CHAPTER 4. CHAPTER 5 ASSESSES THE ROLES OF SUBSTATE REGIONAL PLANNING AND THE A-95 REVIEW PROCESS IN COORDINATING FEDERAL, STATE, AND LOCAL POLICIES AND PROGRAMS IN NONMETROPOLITAN AREAS. CHAPTER 6 DISCUSSES THE IMPLICATIONS OF THE COMPREHENSIVE EMPLOYMENT TRAINING ACT OF 1973 (CETA). ANALYZING THE DIFFERENCES IN COMMUTING PATTERNS AND WELFARE INDICATORS, CHAPTERS 7 AND 8 EXAMINE TRANSPORTATION PROBLEMS. RECENT INNOVATIONS IN RURAL TRANSPORTATION, PARTICULARLY IN SOUTH CAROLINA, ARE EXAMINED IN CHAPTER 5. CHAPTER 9 PRESENTS A SUMMARY AND ALTERNATIVE APPROACHES. (JC)
ERIC: ED115415

834 COOPERATIVE EDUCATION: A VIABLE APPROACH TO EDUCATIONAL REFORM 1975
PIERCE, W.F.
COHERENT, VOL.2, NO.3, DEC 1975, P. 30-39.
CAREER DEVELOPMENT, ECONOMICS, EDUCATION, GOVERNMENT SPENDING, HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, LABOR MARKET, TRAINING AND DEVELOPMENT
EXAMINES THE OVERWHELMING NEED FOR COORDINATION OF FORMAL EDUCATION WITH OPPORTUNITIES FOR A VARIETY OF WORK EXPERIENCES AND THE NEED TO MAKE THIS COOPERATIVE EDUCATION PROGRAM AN INTEGRAL PART OF THIS COUNTRYS EDUCATIONAL SYSTEM.
MGMT: ADM75L0030

835 A COOPERATIVE JOB TRAINING PROGRAM FOR RETARDED YOUTH. PART II, THE RELATIONSHIP BETWEEN SELECTED VARIABLES AND SUCCESS OF THE RETARDATE IN THE COOPERATIVE WORK-STUDY PROGRAM, AN ANALYSIS OF PREDICTIVE POWER. 66
ERICKSON, RICHARD C.
NOTES: 94P.
ACHIEVEMENT RATING, COOPERATIVE EDUCATION, EDUCABLE MENTALLY HANDICAPPED, PREDICTIVE ABILITY (TESTING), SENIOR HIGH SCHOOLS, SPECIAL EDUCATION, STUDENT EVALUATION, TESTS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, EVANSVILLE, INDIANA
A RANDOM SAMPLE OF 55 EDUCABLE MENTALLY RETARDED STUDENTS WAS SELECTED FROM THOSE IDENTIFIED ON THE BASIS OF INTELLIGENCE TEST SCORES, ACHIEVEMENT TEST SCORES, SCHOLASTIC GRADES, AND TEACHERS APPRAISAL. THIS SAMPLE WAS STUDIED TO -- (1) DETERMINE THE NATURE OF A SERIES OF SELECTED PREDICTOR VARIABLES AS THEY RELATE TO THE SUCCESS OF MENTALLY RETARDED YOUTH IN WORK-EXPERIENCE PROGRAMS, AND (2) IDENTIFY EFFECTIVE COMBINATIONS OF THESE PREDICTOR VARIABLES. VARIABLES WERE AGE, SEX, READING ACHIEVEMENT, ARITHMETIC ACHIEVEMENT, WECHSLER ADULT INTELLIGENCE SCALE (WAIS) VERBAL, WAIS PERFORMANCE, WAIS FULL SCALE, TAPPING TEST, STEADINESS TEST, PERCEPTUAL MOTOR SURVEY, BEHAVIORAL RATING SCALE, ADJECTIVE CHECKLIST, PICTURE ARRANGEMENT LIST, TEACHER PROGNOSIS, AND TEACHER

(CONT.)

835 PERSONALITY RATING. THE DEPENDENT VARIABLE WAS SUCCESS ON THE JOB AS RATED BY FOUR CERTIFIED COOPERATIVE COORDINATORS. IT WAS RELATED TO EACH AND TO VARYING COMBINATIONS OF THE PREDICTOR VARIABLES BY MEANS OF A MULTIPLE REGRESSION ANALYSIS. ONLY FIVE OF THE 15 PREDICTOR VARIABLES WERE FOUND CAPABLE OF MAKING STATISTICALLY SIGNIFICANT (.05 LEVEL) CONTRIBUTIONS TO THE PREDICTION OF SUCCESS IN THE PROGRAM -- (1) THE ADJECTIVE CHECKLIST, (2) PICTURE ARRANGEMENT TEST, (3) WAIS PERFORMANCE IQ, (4) STANFORD ARITHMETIC ACHIEVEMENT TEST, AND (5) STEADINESS TEST. THE ADJECTIVE CHECKLIST ESTABLISHMENT AND OPERATION OF THE WORK-STUDY PROGRAM. CRITERION TO INDEPENDENTLY BE OF PRACTICAL SIGNIFICANCE IN PREDICTING SUCCESS IN THE WORK-STUDY PROGRAM. THE STUDY REPRESENTS AN EARLY AND TENTATIVE STEP TOWARD THE ESTABLISHMENT OF THE TRUE RELATIONSHIP BETWEEN SELECTED PREDICTION MEASURES AND SUCCESS IN A PARTICULAR TYPE OF VOCATIONAL EDUCATION. PART I DESCRIBES THE ESTABLISHMENT AND OPERATION OF THE WORK-STUDY PROGRAMS (VT 000 839). (EM)
AIM/ABM: VT000840

836 A COOPERATIVE VOCATIONAL REHABILITATION PROGRAM BETWEEN A PUBLIC AGENCY, A STATE UNIVERSITY, AND ORGANIZED LABOR. FINAL REPORT. AUG 70
HUMZA, ALBERT J.
NEW JERSEY STATE DEPT. OF LABOR AND INDUSTRY, TRENTON. REHABILITATION COMMISSION.; RUTGERS, THE STATE UNIV., NEW BRUNSWICK, N.J. INST. OF MANAGEMENT AND LABOR RELATIONS.
SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 144P.
COOPERATIVE PLANNING, COOPERATIVE PROGRAMS, EMPLOYMENT PROGRAMS, INDUSTRIAL RELATIONS, LABOR EDUCATION, LABOR UNIONS, PHYSICALLY HANDICAPPED, PROGRAM PLANNING, QUESTIONNAIRES, SCHOOL INDUSTRY RELATIONSHIP, SHARED SERVICES, VOCATIONAL REHABILITATION
THE PROJECT SOUGHT TO DETERMINE METHODS OF DELIVERING VOCATIONAL REHABILITATION SERVICES TO PEOPLE FROM INDUSTRY AND LABOR WHO WERE DISABLED AND IN NEED OF THAT SERVICE. DISABILITY QUESTIONNAIRES WERE DISTRIBUTED THROUGH LOCAL UNIONS, LARGELY BY MAILINGS, IN ORDER TO DETERMINE POTENTIAL RECIPIENTS OF VOCATIONAL REHABILITATION SERVICES. ONE HUNDRED FORTY-FOUR OF THE APPLICATIONS WERE RETURNED AND BECAME THE EXPERIMENTAL CASELOAD, BEING COMPARED TO 39 ASSIGNED TO A CONTROL CASELOAD. THE REPORT SHOULD ASSIST REHABILITATION PROGRAMS AND LABOR UNIONS TO WORK OUT MORE EFFECTIVE RELATIONSHIPS. (AUTHOR)
ERIC: ED074293 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 209 909, MF $.95; HC $3.00)

837 COOPERATIVE WORK EXPERIENCE AN ANNOTATED RESOURCE GUIDE FOR TEACHERS OF THE HANDICAPPED. 76
HERSCHBACH, DENNIS R., COMP.;AND OTHERS
MARYLAND UNIV., COLLEGE PARK. DEPT. OF INDUSTRIAL EDUCATION. MARYLAND STATE DEPT. OF EDUCATION, BALTIMORE. DIV. OF VOCATIONAL-TECHNICAL EDUCATION.
NOTES: 146P.; FOR A RELATED DOCUMENT SEE CE 009 915
ANNOTATED BIBLIOGRAPHIES, BASIC SKILLS, CAREER AWARENESS, COOPERATIVE EDUCATION, HANDICAPPED STUDENTS, JOB SKILLS, PROGRAM DEVELOPMENT, RESOURCE MATERIALS, SECONDARY EDUCATION, SKILL DEVELOPMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS
THIS ANNOTATED RESOURCE GUIDE DESIGNED TO AID THE VOCATIONAL TEACHER OF THE HANDICAPPED CONTAINS OVER 300 CITATIONS, EACH WITH A SHORT ABSTRACT. THE RESOURCES ARE LISTED UNDER SEVEN MAJOR CATEGORIES (1) AIDS FOR EDUCATORS LISTS 31 CITATIONS THAT RELATE TO THE TEACHING OF SPECIFIC HANDICAPPED GROUPS, SUCH AS THE MENTALLY RETARDED OR DEAF, AND A NUMBER OF RESOURCES FOR GENERAL USE WITH HANDICAPPED STUDENTS AS WELL AS MATERIALS WHICH WILL PROVIDE A THEORETICAL AND CONCEPTUAL BACKGROUND FOR MANY OF THE PROBLEMS ENCOUNTERED BY THE STUDENT. (2) HOME AND COMMUNITY RESOURCES (32 ABSTRACTS) INCLUDES ITEMS THAT SHOULD AID THE TEACHER IN DEVELOPING A LINK BETWEEN THE SCHOOL AND THE HOME AND COMMUNITY. (3) THE LIFE SKILLS SECTION (78 ABSTRACTS) COVERS A WIDE NUMBER OF LIFE SITUATIONS THAT ARE COMMONLY ENCOUNTERED BY THE YOUNG ADULT (COPING SKILLS SUCH AS HOW TO USE CREDIT, INSURANCE, AND BANKING SERVICES). (4) RELATED SKILLS IS DIVIDED INTO TWO PARTS--RESOURCES RELATING TO THE DEVELOPMENT OF BASIC LANGUAGE ARTS SKILLS, (20 ABSTRACTS) AND RESOURCES RELATING TO THE DEVELOPMENT OF BASIC MATH SKILLS (15 ABSTRACTS). (5) CAREER AWARENESS INCLUDES 35 CITATIONS THAT PROVIDE A VARIETY OF CAREER EXPLORATION ACTIVITIES AND MATERIALS FOR DIFFERENT STUDENT GROUPS. THESE MATERIALS ARE SUITED FOR BOTH GROUP AND INDIVIDUAL INSTRUCTION. (6) JOB ENTRY AND ADJUSTMENT INCLUDES 55 ABSTRACTS OF MATERIALS DESIGNED TO HELP STUDENTS SUCCESSFULLY ENTER AND HOLD A JOB. SUCH TOPICS AS THE INTERVIEW, WORK ATTITUDES, JOB SAFETY, GETTING ALONG WITH CO-WORKERS, AND THE PAY CHECK RELATE TO NONTECHNICAL SKILLS NECESSARY FOR SUCCEEDING ON THE JOB. (7) JOB TRAINING INCLUDES 118 CITATIONS THAT RELATE TO SKILL TRAINING IN A NUMBER OF SELECTED OCCUPATIONAL AREAS. THESE MATERIALS HAVE BEEN DEVELOPED FOR USE WITH HANDICAPPED STUDENTS OR THEIR TEACHERS. THEY ARE ALPHABETIZED BY TITLE WITHIN 24 OCCUPATIONAL AREAS. THE MATERIALS INCLUDED IN
ERIC: ED134806

838 COOPERATIVE WORK EXPERIENCE, AN ANNOTATED RESOURCE GUIDE. 75
HERSCHBACH, DENNIS R., COMP.;AND OTHERS
MARYLAND UNIV., COLLEGE PARK. DEPT. OF INDUSTRIAL EDUCATION. MARYLAND STATE DEPT. OF EDUCATION, BALTIMORE. DIV. OF VOCATIONAL-TECHNICAL EDUCATION.
NOTES: 219P.; FOR A RELATED DOCUMENT SEE CE 009 916
ANNOTATED BIBLIOGRAPHIES, CAREER AWARENESS, CAREER EXPLORATION, CAREERS, COOPERATIVE EDUCATION, INSTRUCTION, INSTRUCTIONAL MATERIALS, PROGRAM ADMINISTRATION, RESOURCE

(CONT.)

938 GUIDES, RESOURCE MATERIALS, SECONDARY EDUCATION, SKILL DEVELOPMENT, TEACHER IMPROVEMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS

DESIGNED TO AID THE TEACHER COORDINATOR IN FINDING CURRENT AND READILY AVAILABLE RESOURCE MATERIALS RELATING TO PROGRAM OPERATION AND INSTRUCTION IN COOPERATIVE EDUCATION PROGRAMS, THIS GUIDE LISTS OVER 500 ITEMS WITH ABSTRACTS INTENDED TO ASSIST THE READER WHO MAY BE LOOKING FOR IDEAS, INFORMATION, OR INSTRUCTIONAL AIDS. THE GUIDE IS ORGANIZED INTO THREE PARTS. PART 1 LISTS RESOURCES DEALING WITH PROGRAM OPERATION UNDER THE CATEGORIES OF PROGRAM ADMINISTRATION, CLASSROOM MANAGEMENT AND INSTRUCTION, AND COUNSELING AND CAREER AWARENESS. THERE IS ALSO A SECTION ON SELECTED RESEARCH RELATING TO COOPERATIVE WORK EXPERIENCE. PART 2 LISTS INSTRUCTIONAL RESOURCES FOR USE BY THE COORDINATOR WITH STUDENTS UNDER HEADINGS OF CAREER EXPLORATION, JOB ENTRY AND ADJUSTMENT, PERSONAL ADJUSTMENT, AND JOB TRAINING. ITEMS IN THE JOB TRAINING SECTION ARE SUBDIVIDED INTO 28 OCCUPATIONAL CATEGORIES. PART 3 CONTAINS ADDRESSES OF THE PUBLISHERS AND FILM DISTRIBUTERS PLUS ADDITIONAL SOURCES OF INFORMATION. (A SUPPLEMENTAL GUIDE, COOPERATIVE WORK EXPERIENCE AN ANNOTATED RESOURCE GUIDE FOR TEACHERS OF THE HANDICAPPED, IS ALSO AVAILABLE.) (HD)

ERIC: ED134805

939 A COORDINATED INSTRUCTION EMPLOYMENT COUNSELING SYSTEM FOCUSING ON STUDENT ADJUSTMENT TO WORK. FINAL REPORT. 72

LEWIS, JOAN M.

SAN MATEO COLL., CALIF. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.

CONTRACT NO. 77

VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, TEACHING METHODS, EDUCATIONAL RESEARCH, OCCUPATIONAL GUIDANCE

TO DETERMINE THE EFFECT OF A SPECIAL COURSE FOR IMPROVING STUDENT ADJUSTMENT TO WORK, TWO GROUPS WERE PRE-AND POSTTESTED FOR ACHIEVEMENT MOTIVATION. THE EXPERIMENTAL GROUP, RECEIVING 12 HOURS OF SPECIAL INSTRUCTION, IMPROVED THEIR SCORES 90 PERCENT OVER THE CONTROLS WHO RECEIVED ONLY REGULAR INSTRUCTION. THE ABILITY OF MEDIA TO CHANGE ATTITUDES WAS MEASURED WITH FOUR VOCATIONAL PLANNING CLASSES IN SIMILAR FASHION CONCERNING THEIR INTEREST IN OCCUPATIONAL INFORMATION. THE POSTTEST SHOWED THE EXPERIMENTAL GROUP, HAVING SEEN A SPECIAL FILM ON GOALS, INCREASED INTEREST BY 17.7 PERCENT WHILE THE CONTROL GROUP INCREASED ONLY 1 PERCENT. INTRODUCTION OF A DISCUSSION ABOUT THE FILM BEFORE THE POSTTEST WAS GIVEN WIDENED THE DIFFERENCE STILL MORE. AN ANALYSIS OF COSTS DETERMINED THAT THE COST EFFECTIVENESS OF REACHING LARGE GROUPS OF STUDENTS THROUGH THE PRODUCTION OF THE FILM BECOMES ECONOMICAL ONLY WHEN 50 OR MORE SETS CAN BE SOLD, SUGGESTING THAT STATE RESEARCH IS NEEDED. (MU)

AIM/ARM: VT100773

940 A COORDINATED SICKLE CELL PROGRAM FOR ECONOMICALLY DISADVANTAGED ADOLESCENTS MAY 74

FIELDING, JON;AND OTHERS

AMERICAN JOURNAL OF PUBLIC HEALTH;64;5;427-432

HEALTH PROGRAMS, ANEMIA, ADOLESCENTS, DISADVANTAGED GROUPS, PROGRAM DEVELOPMENT, COUNSELING, NONDIRECTIVE COUNSELING, COUNSELING EFFECTIVENESS, ETHNIC GROUPS, JOB CORPS

REPORTS ON THE DEVELOPMENT, OPERATION AND PROBLEMS OF A SICKLE CELL PROGRAM FOR JOB CORPS ENROLLEES WHICH INCLUDED EDUCATION, VOLUNTARY TESTING AND APPROPRIATE COUNSELING. (AUTHOR/SF)

ERIC: EJ098729

941 COORDINATION IN COOPERATIVE VOCATIONAL EDUCATION. 75

MEYER, WARREN G.;AND OTHERS

NOTES: 331P.

COOPERATIVE EDUCATION, COOPERATIVE PROGRAMS, COORDINATORS, EDUCATIONAL COORDINATION, EDUCATIONAL PROGRAMS, JOB PLACEMENT, PROGRAM EVALUATION, PROGRAM PLANNING, RECRUITMENT, SECONDARY EDUCATION, TEACHER ROLE, TEACHING METHODS, TRAINEES, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, WORK EXPERIENCE PROGRAMS

PURPOSES, GOALS, PROCEDURES, AND PRACTICES OF PAST AND PRESENT COOPERATIVE VOCATIONAL EDUCATION PROGRAMS ARE DISCUSSED. A BROAD SPECTRUM OF AREAS IS COVERED IN THE 11 CHAPTERS, WHICH ARE ALSO DESIGNED TO STAND ON THEIR OWN (1) PURPOSES OF COOPERATIVE VOCATIONAL EDUCATION; (2) ROLES OF A TEACHER-COORDINATOR; (3) TASKS OF A TEACHER-COORDINATOR; (4) FACILITATING CAREER DEVELOPMENT; (5) TEACHING WORK ADJUSTMENT COMPETENCIES; (6) RECRUITING AND GUIDING STUDENT-TRAINEES; (7) PLACING STUDENT-TRAINEES; (8) DEVELOPING THE OCCUPATIONAL EXPERIENCE LABORATORY; (9) ORGANIZING AND ARTICULATING INSTRUCTION (10) FOLLOWING UP STUDENT-TRAINEES AT WORK; AND, (11) EVALUATING THE PROGRAM. REFERENCES, ADDITIONAL REFERENCES, AND SUGGESTED ACTIVITIES CONCLUDE EACH CHAPTER. APPENDED MATERIALS CONTAIN ADDITIONAL INFORMATION AND INCLUDE VOCATIONAL EDUCATION AMENDMENTS OF 1968, PRESENTING A COMPARATIVE ANALYSIS OF COOPERATIVE EDUCATION AND WORK STUDY PROGRAMS; TEACHING CAREER ANALYSIS FIGURE; PERFORMANCE REQUIREMENTS FOR TEACHER-COORDINATORS, LISTING 82 CLUSTERS; AND APPLICATION FORM TO EMPLOY A STUDENT-LEARNER. (LH)

ERIC: ED117350 CHARLES E. MERRILL PUBLISHING COMPANY, 1300 ALUM CREEK DRIVE, COLUMBUS, OHIO 43216 ($12.95)

842 COORDINATION OF ORGANIC CURRICULUM DEVELOPMENT IN THE PUBLIC SCHOOLS OF ATLANTA, GEORGIA. FINAL REPORT. SEP 70
KNUCKLES, JAMES O.
ATLANTA PUBLIC SCHOOLS, GA. NATIONAL CENTER FOR EDUCATIONAL RESEARCH AND DEVELOPMENT (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-8-080185-2798(085)
NOTES: 43P.
BEHAVIORAL OBJECTIVES, COORDINATION, CURRICULUM DESIGN, CURRICULUM DEVELOPMENT, PROGRAM ADMINISTRATION, SECONDARY EDUCATION, STUDENT CENTERED CURRICULUM, VOCATIONAL EDUCATION, YEAR ROUND SCHOOLS, ATLANTA(GEORGIA, ES 70, LEARNING PACKAGES
THIS DOCUMENT DESCRIBES THE EFFORTS OF PROGRAM ADMINISTRATORS TO IMPLEMENT AN ORGANIC CURRICULUM IN THE SECONDARY SCHOOLS OF ATLANTA, GEORGIA. THE CHIEF PROGRAM ADMINISTRATOR COORDINATED EFFORTS TO DEVELOP INSTRUCTIONAL MATERIALS AND A CURRICULAR PROGRAM BASED ON THE EXPERIENCES AND NEEDS OF LOCAL STUDENTS, AND TO IMPLEMENT A 12-MONTH, 4-QUARTER PLAN OF OPERATION. ORGANIC CURRICULUM IS A LEARNER-CENTERED RATHER THAN A TEACHER-CENTERED COURSE OF STUDY UTILIZING LEARNING PACKAGES SPECIFYING BEHAVIORAL OBJECTIVES. (RA)
ERIC: ED048670 JAMES O. KNUCKLES, DIRECTOR, 2930 FORREST HILL DRIVE, S.W., ATLANTA, GEORGIA 30315

843 COPY HOLDER (CLERICAL) 209.588: PROOFREADER (PRINT. & PUB.) 209.688 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CLERICAL OCCUPATIONS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, COPY HOLDER, GATB, GENERAL APTITUDE TEST BATTERY, PROOFREADER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061313

844 A CORE CURRICULUM FOR ENTRY AND MIDDLE LEVEL WORKERS IN HUMAN SERVICES AGENCIES. MANPOWER FOR THE HUMAN SERVICES. JUN 71
KASSEL, MYRNA BORDELON
ILLINOIS STATE DEPT. OF LABOR, CHICAGO, ILL. HUMAN SERVICES MANPOWER CAREER CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 55P.
ASSOCIATE DEGREES, COMMUNITY COLLEGES, CORE CURRICULUM, CURRICULUM DEVELOPMENT, HUMAN SERVICES, MANPOWER DEVELOPMENT, RESEARCH PROJECTS, STATE AGENCIES, HUMAN SERVICES MANPOWER CAREER CENTER
THIS MONOGRAPH IS THE THIRD IN A SERIES SUMMARIZING THE WORK PROGRESS OF THE HUMAN SERVICES MANPOWER CAREER CENTER, A SPECIAL RESEARCH AND DEVELOPMENT PROJECT FUNDED BY THE U. S. DEPARTMENT OF LABOR. THIS VOLUME OFFERS A CORE CURRICULUM FOR THE TRAINING OF WORKERS IN STATE HUMAN SERVICES AGENCIES, GEARED PRIMARILY TO THE USE OF THE COMMUNITY COLLEGE FOR THE TRAINING OF ENTRY AND MIDDLE LEVEL HUMAN SERVICES GENERALISTS. THE CORE CURRICULUM IS COMPOSED OF THREE BASIC TRAINING COMPONENTS, INCLUDING THOSE WHICH ARE RELEVANT TO ALL THE HUMAN SERVICES OCCUPATIONS, THOSE WHICH ARE SPECIFIC TO THE FIELD OF WORK, AND THOSE WHICH ARE SPECIFIC TO THE ACTUAL JOB THE WORKER IS EXPECTED TO PERFORM IN A PARTICULAR SETTING. A CORE CURRICULUM FOR A 2-YEAR COMMUNITY COLLEGE PROGRAM LEADING TO AN ASSOCIATE DEGREE IN HUMAN SERVICES IS OUTLINED ALONG WITH RECOMMENDATIONS FOR IMPROVED TECHNOLOGY, THE APPLICATION OF AVAILABLE NEW TECHNOLOGY FOR TRAINING, AND THE ENRICHMENT OF TRAINING FACULTIES BY THE USE OF AGENCY PERSONNEL AND COMMUNITY LEADERSHIP. IN ADDITION, SEVERAL ALTERNATIVE MODELS FOR THE MANAGEMENT OF THE STATES TRAINING RESPONSIBILITY ARE OFFERED AND EVALUATED. OTHER MONOGRAPHS ARE AVAILABLE AS VT 016 354, VT 016 357-016 359 IN THIS ISSUE. (SB)
ERIC: ED066570 OFFICE OF RESEARCH AND DEVELOPMENT, U. S. MANPOWER ADMINISTRATION, WASHINGTON, D. C. 20210

845 CORE PLANE WIRER (ELECTRONICS) 6-98.027--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CORE PLANE WRITER (ELECTRONICS), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

(CONT.)

945 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066479

946 CORN-CUTTING-MACHINE OPERATOR (CAN. + PRESERV.) 529.886: CORN-HUSKING-MACHINE OPERATOR (CAN. PRESERV.) 529.886: CUTTER, MACHINE (CAN. + PRESERV.) 529.886 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CORN CUTTING MACHINE OPERATOR, CORN HUSKING MACHINE OPERATOR, CUTTER, MACHINE, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061326

947 CORPORATE AND MANAGEMENT POLICIES FOR RECRUITMENT, EMPLOYMENT, TRAINING, AND RETENTION OF THE SECONDARY LABOR FORCE. NOV 75
PERRY, WAYNE D.
RAND CORP., SANTA MONICA, CALIF.
NOTES: 36P.: PREPARED FOR THE TIMS/ORSA MEETING, CORPORATE PLANNING SESSION (LAS VEGAS, NEVADA, NOVEMBER 17-19, 1975)
DISADVANTAGED GROUPS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB TENURE, LABOR FORCE, LABOR TURNOVER, MANPOWER UTILIZATION, MATHEMATICAL MODELS, MEASUREMENT TECHNIQUES, STATISTICAL STUDIES, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, NATIONAL ALLIANCE OF BUSINESSMEN, SECONDARY LABOR FORCE
THE DOCUMENT PRESENTS THE CORPORATE AND MANAGERIAL POLICY RESULTS OF QUANTITATIVE MODELS OF AN INDIVIDUALS PROPENSITY TO TERMINATE FROM MANPOWER PROGRAMS. THE MODELS WERE TESTED USING A SAMPLE FROM 10 FIRMS PARTICIPATING IN THE NATIONAL ALLIANCE OF BUSINESSMEN (NABS) AND THE JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS) PROGRAMS FORMED TO IDENTIFY, HIRE, AND TRAIN UNEMPLOYED MEMBERS OF THE SECONDARY LABOR MARKET AND TO INTEGRATE THEM INTO THE PRIMARY LABOR MARKET. THE WITHDRAWAL PROCESSES WERE STUDIED USING ECONOMETRIC SIMULTANEOUS EQUATION TECHNIQUES ALONG WITH MULTIVARIATE STATISTICAL AND PROBABILISTIC METHODS INCLUDING RELIABILITY THEORY. A SIMULTANEOUS MODEL OF TURNOVER, RETENTION, AND ABSENTEEISM WAS DEVELOPED. IN ORDER TO INVESTIGATE THE HYPOTHESIZED RELATIONSHIP BETWEEN ABSENTEEISM AND TURNOVER, IT INCLUDES THE DISAGGREGATION OF JOB SATISFACTION INTO A NUMBER OF VARIABLES AND ALSO THE INTRODUCTION OF SUPERVISORY VARIABLES. THE STUDY SUPPORTS THE ASSUMPTION THAT TURNOVER AND ATTENDANCE DO NOT HAVE IDENTICAL DETERMINANTS. SOLELY IN TERMS OF SIGNIFICANCE THE FINDINGS SHOW COMPANY POLICY VARIABLES TO BE THE MOST IMPORTANT DETERMINANTS OF THE PROPENSITY TO TERMINATE. THE IMPLICATIONS OF THE FINDINGS FOR HIRING AND SUPERVISORY POLICIES RELATING TO PROGRAMS ATTEMPTING TO INTEGRATE DISADVANTAGED WORKERS ARE DISCUSSED AT SOME LENGTH. A LIST OF REFERENCES IS INCLUDED AND STATISTICAL DATA AND ANALYSES APPENDED. (AUTHOR/EC)
ERIC: ED124710

948 CORPORATE ATTITUDES TOWARD YOUNG WORKERS AUG 73
MARSHALL, PATRICIA
MANPOWER:5:8:24-29
YOUTH OPPORTUNITIES, YOUTH EMPLOYMENT, EMPLOYER ATTITUDES, PERSONNEL POLICY, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, YOUTH PROBLEMS
ERIC: EJ083687

949 CORPORATE CONCENTRATION, SMALL BUSINESS, AND THE ECONOMY 1976
PETERSON, W.C.
NEBRASKA JOURNAL OF ECONOMICS AND BUSINESS, VOL.15, NO.3, SUMMER 1976, P. 25-40. BIBLIOG. 26
BUSINESS CYCLE, CAPITALISM, COMPETITION, CONCENTRATION, ECONOMIC RECOVERY, ECONOMIC

(CONT.)
849 THEORY, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, GROWTH, INFLATION, INNOVATION, LABOR FORCE, MONOPOLIES, PERFORMANCE, RECESSION, SMALL BUSINESSES, TECHNOLOGICAL CHANGE
EXAMINES PROBLEMS CONFRONTING SMALL BUSINESS, ESPECIALLY THOSE WHICH RETARD ITS GROWTH AND THREATEN ITS SURVIVAL. MARKET CONCENTRATION REFLECTS THE EXTENT TO WHICH AN INDUSTRY IS COMPETITIVE OR MONOPOLISTIC. THE RELATIONSHIP BETWEEN ADMINISTERED PRICES AND INFLATION IS EXAMINED ALONG WITH THE RELATIONSHIP BETWEEN BIGNESS AND TECHNOLOGICAL PROGRESS.
MGMT: NJE76P0025

850 CORPORATE LEADERSHIP IN A NATIONAL PROGRAM 1976
SHAEFFER, R.G.
CONFERENCE BOARD RECORD, VOL.13, NO.9, SEPT 1976, P. 6-9.
CORPORATE SOCIAL RESPONSIBILITY, EDUCATION, EEO, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MINORITIES, TRAINING AND DEVELOPMENT
DESCRIBES NATIONAL PROGRAM COORDINATING THE EFFORTS OF BUSINESS, EDUCATORS, THE PROFESSIONS, GOVERNMENT, FOUNDATIONS, AND MINORITY ORGANIZATIONS IN DEVELOPING AN INTEREST IN ENGINEERING AMONG MINORITIES.
MGMT: CBR76I0006

851 CORPORATIONS AND CHILD CARE PROFIT-MAKING DAY CARE, WORKPLACE DAY CARE, AND A LOOK AT THE ALTERNATIVES. 74
AVRIN, COOKIE:AND OTHERS
WOMENS RESEARCH ACTION PROJECT, CAMBRIDGE, MASS.
NOTES: 71P.
CHILD CARE CENTERS, CHILD CARE WORKERS, COMMUNITY INVOLVEMENT, DAY CARE SERVICES, EMPLOYEE ATTITUDES, HUMANIZATION, INTERVIEWS, PARENT PARTICIPATION, PHYSICAL FACILITIES, PROGRAM EVALUATION, RACISM, SCHOOL INDUSTRY RELATIONSHIP, SEX STEREOTYPES, WORK ATTITUDES, WORKING WOMEN
THIS REPORT PRESENTS A CRITICAL LOOK AT THE WAYS PROFIT-MAKING CHILD CARE CENTERS TREAT THE PROBLEMS OF RACISM AND SEXISM, HANDLE PARENT AND COMMUNITY INVOLVEMENT, AND PROVIDE CARE FOR CHILDREN. QUANTIFIABLE FACTORS IN CHILD CARE WHICH HAVE BEEN FOUND TO BEAR A RELATIONSHIP TO QUALITY, WARMTH AND FLEXIBILITY ARE EVALUATED (STAFF/CHILD RATIOS, HOURS TEACHERS WORK, THE OVERALL SIZE OF EACH CENTER AND THE AMOUNT OF SPACE PER CHILD). DATA WERE COLLECTED FROM IN-DEPTH INTERVIEWS WITH WORKERS AND EXECUTIVES IN THE COMPANIES THAT RUN THESE CENTERS, AND FROM INTERVIEWS WITH PARENTS OF CHILDREN WHO ATTEND OR ATTENDED THEM. IN ADDITION, STATISTICAL STUDIES, TESTS, PERIODICALS, BUSINESS JOURNALS, AND GOVERNMENT PUBLICATIONS RELATING TO DAY CARE HAVE BEEN EXAMINED AND INDEPENDENT EXPERTS IN DAY CARE HAVE BEEN CONSULTED. WORKPLACE DAY CARE IS EXAMINED ALONG WITH SOME ALTERNATIVES TO CORPORATE CHILD CARE. INCLUDED IS AN ANNOTATED LIST OF BIBLIOGRAPHIES, FILMS, BOOKS, ORGANIZATIONS, PERIODICALS, AND OTHER CHILD CARE RESOURCES. (CS)
ERIC: ED100517 WOMENS RESEARCH ACTION PROJECT, BOX 119, PORTER SQUARE STATION, CAMBRIDGE, MASSACHUSETTS 02140 (PAPER, 1-5 COPIES, $1.25 EACH: 6-14 COPIES, $1.00 EACH: 15 OR MORE, $.90 EACH: INSTITUTIONS, $2.00 EACH: PLEASE ADD POSTAGE)

852 CORRECTION OFFICER (GOV. SER.) 372.868--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRISONERS, TEST RELIABILITY, TEST VALIDITY, CORRECTION OFFICER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072051

853 CORRECTIONAL OFFICER TRAINING IN BEHAVIOR MODIFICATION. FINAL REPORT (1970-1973). JUN 73
SMITH, R.R.:AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 110P.
ADMINISTRATIVE PERSONNEL, BEHAVIOR CHANGE, CHANGE AGENTS, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, INTERPERSONAL COMPETENCE, PROGRAM DESCRIPTIONS, REHABILITATION COUNSELING
A REPORT IS PRESENTED OF THE FINDINGS FROM A THREE-YEAR PROJECT TO TRAIN 40 CORRECTIONAL

(CONT.)

853 OFFICERS AS BEHAVIORAL CHANGE AGENTS. THE PROJECT HAD TWO OBJECTIVES (1) TO ENCOURAGE THE OFFICERS TO VIEW THE INSTITUTION AS A REHABILITATIVE INSTRUMENT, PREDISPOSING THEM TO LEARN TO USE ALTERNATIVES TO PUNISHMENT AND BECOME TREATMENT-ORIENTED, AND (2) TO TEACH THE OFFICERS THE FUNDAMENTAL PRINCIPLES AND TECHNIQUES OF BEHAVIOR MODIFICATION IN SUCH A WAY THAT THEY WOULD GENERALIZE AND BE APPLIED TO ON-THE-JOB SITUATIONS IN A PRISON SETTING. DATA INDICATE THAT BOTH OBJECTIVES WERE ACHIEVED WITH THE FIRST GROUPS OF OFFICERS. TRAINED OFFICERS WERE ABLE TO IDENTIFY SPECIFIC BEHAVIORS WITH WHICH TO WORK AND, UNDER SUPERVISION, WERE ABLE TO IMPLEMENT BEHAVIOR MODIFICATION PROJECTS. WHEN SYSTEMATICALLY OBSERVED ON THEIR JOBS, TRAINED OFFICERS INTERACTED MORE FREQUENTLY AND POSITIVELY WITH INMATES THAN NON-TRAINED OFFICERS. INMATE EVALUATORS LISTED TRAINED OFFICERS AS INCREASING IN GENERAL CALIBER, BEING LESS PUNITIVE AND MORE CONCERNED WITH THE INMATES WELFARE. (AUTHOR)
ERIC: ED079575

854 CORRECTIONS CLEARINGHOUSE. ANNUAL DESCRIPTIVE REPORT. 75
WASHINGTON STATE COORDINATING COUNCIL FOR OCCUPATIONAL EDUCATION, OLYMPIA. CORRECTIONS CLEARINGHOUSE.
NOTES: 49P.; PHOTOGRAPHS OF THE CLEARINGHOUSE STAFF MAY NOT REPRODUCE WELL.
JOB TRAINING, EMPLOYMENT SERVICES, VOCATIONAL REHABILITATION, EMPLOYMENT OPPORTUNITIES, CORRECTIONAL REHABILITATION, INTERAGENCY COORDINATION, STATEWIDE PLANNING, EDUCATIONAL NEEDS, ANNUAL REPORTS, PROGRAM DESCRIPTIONS, WORKSHOPS, FEDERAL AID, DELIVERY SYSTEMS, WASHINGTON, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
THE MAJOR PURPOSE OF THE CLEARINGHOUSE IS TO PROVIDE EMPLOYMENT ASSISTANCE AND SUPPORTIVE SERVICES TO ADULT AND JUVENILE OFFENDERS ON PAROLE OR WORK TRAINING RELEASE FROM CORRECTIVE INSTITUTIONS. SUMMARIZED IN THE ANNUAL REPORT ARE MAJOR PROGRAM ACTIVITIES AND EVALUATION OF PROBLEM AREAS. WITH THE AID OF MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) FUNDING AND THE COOPERATION OF LOCAL AGENCIES, AN INDIVIDUALIZED TRAINING PROGRAM WAS DEVELOPED FOR 46 PERSONS IN 28 DIFFERENT OCCUPATIONAL AREAS. IMPLEMENTATION OF A FOLLOWUP SYSTEM ENABLED ENROLLEE PROGRESS TO BE ASSESSED. A PILOT EMPLOYMENT ASSISTANCE PROJECT UTILIZING A WIDE VARIETY OF RESOURCES WAS IMPLEMENTED TO LOCATE JOBS AND TO DETERMINE THE MOST EFFECTIVE METHOD OF PROVIDING EMPLOYMENT SERVICES. THE CLEARINGHOUSE ALSO PROVIDED STAFF TRAINING FOR FIVE PROBATION AND PAROLE JOB FINDERS. OTHER ACTIVITIES INCLUDED A WORKSHOP AND STATEWIDE CONFERENCE ON OFFENDER EMPLOYMENT, PUBLICATION OF A MONTHLY NEWSLETTER, AND AN INTERAGENCY COMMUNICATION WORKSHOP. PROPOSALS FOR FUTURE ACTIVITIES INCLUDE DEVELOPMENT OF TRAINING RESOURCES UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA), A TRI-STATE VOCATIONAL EFFORT, AND A DIVERSIONARY PROGRAM. APPENDIXES CONTAIN PROCEDURE CHARTS FOR MDTA AND CETA REFERRAL PROGRAMS AND FOR THE PROPOSED VOCATIONAL AND DIVERSIONARY PROGRAMS; EXPLANATIONS OF PAROLE AND WORK RELEASE; A COPY OF THE NEWSLETTER, OUTSIDE INSIGHT; AND THE CLEARINGHOUSE ORGANIZATIONAL STRUCTURE. (RG)
AIM/ARM: VT102930

855 CORRECTIONS 1968 A CLIMATE FOR CHANGE. AUG 68
HARRIS (LOUIS) AND ASSOCIATES, INC., NEW YORK, N.Y. FORD FOUNDATION, NEW YORK, N.Y.; JOINT COMMISSION ON CORRECTIONAL MANPOWER AND TRAINING, WASHINGTON, D.C.
NOTES: 46P.
CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, EDUCATIONAL BACKGROUND, EMPLOYEE ATTITUDES, INDIVIDUAL CHARACTERISTICS, INSERVICE EDUCATION, JOB SATISFACTION, NATIONAL SURVEYS, PROGRAM EVALUATION, JOINT COMMISSION CORRECTIONAL MANPOWER & TRAINING
TO EXPLORE HOW INDIVIDUALS IN THE CORRECTIONS FIELDS PERCEIVE THEIR WORK, THE FUNCTIONING OF THEIR AGENCIES, AND THE EFFECTIVENESS OF THE VARIOUS CORRECTIONAL FIELDS, A NATIONAL SAMPLE OF 1,870 CORRECTIONAL WORKERS IN INSTITUTIONS AND IN PROBATION AND PAROLE AGENCIES WERE INTERVIEWED. SOME FINDINGS WERE (1) A MAJORITY SAW THE TOTAL SYSTEM AS SOMEWHAT EFFECTIVE, (2) THE POLICE RECEIVED A POSITIVE RATING FROM ALMOST 70 PERCENT, (3) OVER HALF FELT THAT THE COURTS HAVE BEEN GENERALLY FAIR, BUT THERE WAS A STRONG MINORITY OPINION OF TOO MUCH LENIENCY, (4) THERE WAS FAIRLY GENERAL AGREEMENT ON THE LOW LEVEL OF CORRECTIONAL ACCOMPLISHMENTS, (5) WITH VARIATIONS WITHIN DIFFERENT CORRECTIONAL SETTINGS, REHABILITATION WAS CONSIDERED THE MOST EMPHASIZED OF FOUR GOALS AND WAS OVERWHELMINGLY CONSIDERED THE DESIRED PRIMARY GOAL, (6) A GENERALLY LOW LEVEL OF FORMAL TRAINING IN CORRECTIONS AND CRIMINOLOGY WAS INDICATED, AND (7) JOB SATISFACTION WAS HIGH. SUGGESTIONS FOR IMPROVEMENT INCLUDED INCREASED USE OF PROBATION AND PAROLE, MORE COMMUNITY ORIENTED PROGRAMS, AND BETTER TRAINING OF STAFF. A SUMMARY OF THIS REPORT IS AVAILABLE AS VT 008 855; VT 008 850 IS A COMPANION PIECE. (JK)
ERIC: ED032407 JOINT COMMISSION ON CORRECTIONAL MANPOWER AND TRAINING, 1522 K STREET, N.W., WASHINGTON, D.C. 20005 ($1.00)

856 CORRELATES OF ATYPICAL OCCUPATIONAL ASSIGNMENT. JUL 72
RODERICK, ROGER D.; DAVIS, JOSEPH H.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 35
NOTES: MICROFICHE FILE BY PB 213 519/3; SLIGHTLY REVISED VERSION OF PAPER PRESENTED AT ANNUAL MEETING OF THE POPULATION ASSOCIATION OF AMERICA (TORONTO, CANADA, APRIL 13-15, 1972)
CROSS CULTURAL STUDIES, CORRELATION, EMPLOYMENT PATTERNS, MANPOWER UTILIZATION, WORKING WOMEN, OCCUPATIONAL MOBILITY, WORK ATTITUDES, EDUCATIONAL STATUS COMPARISON, SOCIOECONOMIC STATUS, MARITAL STATUS, FEMALES, OCCUPATIONAL ASPIRATION, SOCIOECONOMIC

(CONT.)
956 INFLUENCES
IN THIS STUDY AN ATTEMPT WAS MADE TO CONTROL FOR RACE AND EDUCATION EMPLOYMENT WHILE THE FOLLOWING VARIABLES FOR YOUNG WOMEN WERE EXAMINED FOR THEIR ASSOCIATION WITH ATYPICAL ASSIGNMENT (1) MARITAL STATUS, (2) CURRENT LABOR FORCE STATUS, (3) HOURS USUALLY WORKED ON CURRENT OR LAST JOB, (4) RESIDENCE AT AGE 14, (5) MOTHERS EDUCATION, (6) WHETHER OR NOT THE MOTHER WORKED WHEN THE RESPONDENT WAS 14, (7) CULTURAL EXPOSURE, (8) ATTITUDE TOWARD MOTHERS WORKING, (9) PLANS FOR AGE 35, AND (10) MOTIVATION TO WORK. THE EFFECTS OF THE VARIABLES ARE NOTED ACROSS RACE AND EDUCATION GROUPS. (AUTHOR)
AIM/ARM: VT019909 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 213 519, MF $.95, HC $3.00)

957 CORRELATIONS BETWEEN LENGTH OF STAY IN THE JOB CORPS AND READING ABILITY OF THE CORPSMEN JUN 72
TAYLOR, WILLIAM H.
JOURNAL OF EMPLOYMENT COUNSELING; 9:2:78-85
DROPOUT IDENTIFICATION, DROPOUTS, EMPLOYMENT QUALIFICATIONS, JOB TENURE, READING ABILITY, YOUTH
THE STUDY CONCLUDES THAT THERE IS NO SIGNIFICANT POSITIVE CORRELATION BETWEEN READING ABILITY AND LENGTH OF STAY IN THE JOB CORPS. (AUTHOR)
ERIC: EJ061116

958 CORROSION CONTROL SPECIALIST CAREER LADDER AFSC 53530, 53550, 53570, AND 53690. OCCUPATIONAL SURVEY REPORT. 1 MAR 75
AIR FORCE OCCUPATIONAL MEASUREMENT CENTER, LACKLAND AFB, TEX.
NOTES: 51P.
CAREER LADDERS, JOB ANALYSIS, JOB SATISFACTION, JOB TRAINING, METALS, MILITARY PERSONNEL, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, TASK ANALYSIS, TASK PERFORMANCE, AIR FORCE, CORROSION CONTROL
THE REPORT DESCRIBES THE RESULTS OF A DETAILED OCCUPATIONAL SURVEY OF THE CORROSION CONTROL CAREER LADDER. RESPONSES TO A 457-TASK, TIME RATING INVENTORY FROM 1,015 PERSONNEL (REPRESENTING 64 PERCENT OF THE CAREER FIELD) WERE ANALYZED TO PRODUCE SEVEN SPECIFIC FINDINGS AND THE CAREER LADDER STRUCTURE. THE CAREER LADDER INCLUDES A VARIETY OF JOBS PERFORMED BY AIRMEN IN THE PREVENTION, IDENTIFICATION, AND CONTROL OF CORROSION ON METAL SURFACES OF AIRCRAFT, MISSILES, AND SUPPORT SYSTEMS WITHIN THE AIR FORCE. SUBJECT AREAS INVESTIGATED INCLUDE DUTIES AND TASKS CHARACTERISTICALLY PERFORMED BY CORROSION CONTROL PERSONNEL AT VARIOUS STAGES IN THEIR CAREERS FROM THE STANDPOINT OF THEIR CAREER PROGRESSION AND TIME IN SERVICE. BACKGROUND DATA ON THE PERSONNEL, COMPARISONS BETWEEN FIELD PERFORMANCE AND ITEMS IN THE SPECIALTY TRAINING STANDARD, AND A SHORT DISCUSSION OF THE RELATIVE DIFFICULTY OF TASKS AS RATED BY PERSONNEL OF THE CAREER FIELD ARE ALSO CONTAINED IN THE REPORT. APPENDED ARE SUMMARIZED SURVEY RESULTS FOR PERSONNEL IN EACH JOB CLUSTER AND JOB TYPE IN THE CAREER LADDER (NUMBER OF MEMBERS, MAJOR COMMAND, SKILL LEVEL, MEAN NUMBER OF TASKS PERFORMED, AND PRIMARY DUTIES). (NTIS)
ERIC: ED115902 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (AD-A008-189; MF $2.25, HC $4.25)

959 CORRUGATOR OPERATOR (PAPER GOODS) 643.782--TECHNICAL REPORT ON DEVELOPMENT OF USES TEST BATTERY. JUL 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CORRUGATOR OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067411

960 COSMETOLOGIST (PER. SER.) 332.271 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, COSMETOLOGISTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

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860 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060110

861 COST ANALYSIS OF CEO-ORI LONGITUDINAL STUDY OF FOUR MANPOWER PROGRAMS JUL 75
MOAYED-DADKHAH, KAMRAN
INDIANA UNIV., BLOOMINGTON. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR POLICY, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. OL-8-9-M-5-1830
NOTES: FINAL REPT. MAR 75-JUL 75 73P
MANPOWER UTILIZATION, PERSONNEL DEVELOPMENT, ECONOMIC ANALYSIS, NEIGHBORHOOD YOUTH CORPS, JOB CORPS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, MANPOWER DEVELOPMENT AND TRAINING ACT, NTISLABASP
THE PURPOSE OF THIS STUDY IS TO ANALYZE THE COSTS OF FOUR MANPOWER PROGRAMS (1) NEIGHBORHOOD YOUTH CORPS/OUT OF SCHOOL COMPONENT (NYC/OS): (2) JOB CORPS: (3) JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS): AND (4) MANPOWER DEVELOPMENT AND TRAINING ACT - INSTITUTIONAL PROGRAM (MDTA). WITHIN A CONVENTIONAL ECONOMIC COST FRAMEWORK, DATA WERE COLLECTED AND ANALYZED USING REGRESSION ANALYSIS. EACH OF THE FOUR PROGRAMS WAS EXAMINED SEPARATELY AND TESTS WERE MADE TO SEE IF VARIANTS WITHIN EACH PROGRAM HAD DIFFERENT COST FUNCTIONS.
NTIS: PB-267 769/8ST NTIS PRICES PC A04/MF A01

862 COST EFFECTIVE HUMAN RESOURCE DEVELOPMENT IN HEALTH CAE 1977
MARGOLIS, J.
TRAINING AND DEVELOPMENT JOURNAL, JAN 1977, P. 12-14.
HEALTH CARE INDUSTRY, HOSPITALS, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, JOB TRAINING, LEADERSHIP, MANAGEMENT, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT, TURNOVER
BECAUSE OF THE EXPENSE OF RECRUITING AND TRAINING MEDICAL SERVICE PERSONNEL, HOSPITALS NECESSARILY PLACE HIGH PRIORITY UPON HUMAN RESOURCE DEVELOPMENT. SPECIAL ATTENTION NEEDS TO BE PAID TO RETRAINING AND EXPANDING DECISION MAKING RESPONSIBILITIES TO KEEP AHEAD OF TECHNOLOGICAL OBSOLESCENCE AND DEAD END JOBS. TOP MANAGEMENT ATTITUDE IS KEY.
MGMT: TDJ77A0012

863 THE COST OF COMMITMENT DEC 75
FRANK, DEREK
TRAINING OFFICER:11:12:292-4
ENTRY WORKERS, PROGRAM CONTENT, YOUTH PROBLEMS, TRAINING OBJECTIVES, HUMAN DEVELOPMENT, FOREIGN COUNTRIES, YOUTH EMPLOYMENT, MANPOWER DEVELOPMENT, TRAINING TECHNIQUES, EMPLOYEE ATTITUDES, ATTITUDE TRAINING, ENGLAND
ERIC: EJ132232

864 THE COST OF GEOGRAPHIC MOBILITY NEGRO-WHITE DIFFERENCES IN GEOGRAPHIC MOBILITY THE PROPENSITY TO MOVE 1964
LANSING, JOHN B.:BARTH, NANCY:MUELLER, EVA:LADD, WILLIAM
AREA REDEVELOPMENT ADMINISTRATION, WASHINGTON, D. C.
NOTES: 64P
EMPLOYMENT, GEOGRAPHY, MANPOWER STUDIES, MOBILITY, MIGRATORY LABOR
THE THREE REPORTS WHICH COMPRISE THE DOCUMENT CONCERN (1) THE COST OF MIGRATION FROM ONE LABOR MARKET AREA TO THE OTHER: (2) THE MOVEMENT AWAY FROM A LABOR MARKET AREA DURING A ONE YEAR PERIOD: (3) THE RELATIVE PATTERN OF WHITE AND NEGRO GEOGRAPHIC MOBILITY.
NTIS: PB-177 639 CFSTI PRICES PC$6.00 MF$0.95

865 COST-BENEFIT ANALYSIS THEORY AND APPLICATION TO MANPOWER TRAINING PROGRAMS. A BIBLIOGRAPHY. MAY 71
DEPARTMENT OF LABOR, WASHINGTON, D.C. LIBRARY.
NOTES: 44P.
ANNOTATED BIBLIOGRAPHIES, BOOKS, COST EFFECTIVENESS, EDUCATIONAL BENEFITS, EMPLOYMENT PROGRAMS, GOVERNMENT PUBLICATIONS, JOB TRAINING, MANPOWER DEVELOPMENT, METHODS, PERIODICALS, PROGRAM COSTS, PROGRAM EVALUATION, MANPOWER PROGRAMS
THIS ANNOTATED BIBLIOGRAPHY INCLUDES CITATIONS OF BOOKS, MONOGRAPHS, PERIODICALS, AND GOVERNMENT REPORTS AND PUBLICATIONS AS RELATED TO COST-BENEFIT ANALYSIS OF MANPOWER TRAINING PROGRAMS. MAJOR SECTIONS OF THE BIBLIOGRAPHY ARE (1) THEORY AND METHODOLOGY OF COST-BENEFIT ANALYSIS, (2) APPLICATION OF COST-BENEFIT ANALYSIS TO MANPOWER TRAINING PROGRAMS--EXAMPLES FROM REPORTS OF MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS AND OTHER RELATED LITERATURE, AND (3) BIBLIOGRAPHIES RELATING TO COST-BENEFIT ANALYSIS (BOTH THEORETICAL AND APPLIED) WITH SPECIAL CONSIDERATION GIVEN TO MANPOWER TRAINING PROGRAMS. LISTINGS ARE ARRANGED ALPHABETICALLY BY AUTHOR AS WELL AS BY FORM (BOOKS, MONOGRAPHS,

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865 AND PERIODICALS) AND INCLUDE TITLE, PUBLISHER, DATE, PAGE LISTING, AND ANNOTATION. RESEARCHERS INTERESTED IN EVALUATING EDUCATIONAL PROGRAMS ON THE BASIS OF COST-BENEFIT SHOULD FIND THIS BIBLIOGRAPHY TO BE A VALUABLE RESOURCE. (JS)
ERIC: ED054363 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (MF $.95, FOR HARD COPY PRICE SEE CATALOG)

866 COST-BENEFIT ANALYSIS OF MANPOWER POLICIES. PROCEEDINGS OF A NORTH AMERICAN CONFERENCE (MAY 14-15, 1969). 69
SOMERS, G. G., ED.;WOOD, W. D., ED.
QUEENS UNIV., KINGSTON (ONTARIO). INDUSTRIAL RELATIONS CENTRE.; WISCONSIN UNIV., MADISON. CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION. CANADIAN DEPT. OF MANPOWER AND IMMIGRATION, OTTAWA (ONTARIO).; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 188P.
CONFERENCE REPORTS, COST EFFECTIVENESS, CULTURALLY DISADVANTAGED, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, STATISTICAL ANALYSIS, THEORIES
THE NORTH AMERICAN CONFERENCE ON COST-BENEFIT ANALYSIS OF MANPOWER POLICIES STUDIED THE THEORY AND APPLICABILITY OF COST BENEFIT ANALYSIS TO MANPOWER PROGRAMS. IN THE FIRST PART OF THIS DOCUMENT VARIOUS PARTICIPANTS AT THE CONFERENCE DISCUSSED THE THEORETICAL AND METHODOLOGICAL ASPECTS OF COST BENEFIT ANALYSIS FOR INVESTMENT APPRAISAL. IT WAS ASSUMED THAT IF THE BENEFITS OF MANPOWER PROGRAMS EXCEED THE COSTS, THEN THE WELFARE OF THE INVESTOR IS INCREASED. THUS WHERE ALTERNATIVES ARE AVAILABLE, THE APPROPRIATE INVESTMENT IS INDICATED BY THE HIGHEST BENEFIT/COST RATIO. HOWEVER, THE UNITS IN WHICH THE BENEFITS AND COSTS ARE MEASURED ARE NOT ALWAYS COMMENSURABLE. INDIVIDUALS TO WHOM THE BENEFITS ACCRUE ARE NOT ALWAYS IDENTICAL TO THE GROUP WHICH INCURS THE COST. ALSO, BENEFITS AND COSTS ARE INCURRED AT DIFFERENT POINTS IN TIME AND FOR PURPOSES OF COMPARISON THE VALUES SHOULD BE ADJUSTED BY A DISCOUNT RATE. THE SECOND PART OF THE VOLUME EXAMINES THE APPLICATION OF COST-BENEFIT ANALYSIS TO MANPOWER PROGRAMS. THESE INCLUDE OCCUPATIONAL TRAINING PROGRAMS FOR ADULT WORKERS SPONSORED BY THE U.S. DEPARTMENT OF LABOR AND PROGRAMS AIMED AT REDUCING POVERTY BY TRAINING DISADVANTAGED WORKERS. A LIST OF PARTICIPANTS IS APPENDED. (SC)
ERIC: ED039334 CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION, UNIVERSITY OF WISCONSIN, MADISON, WISCONSIN ($5.00)

867 COST-EFFECTIVENESS ANALYSIS FOR THE WAR ON POVERTY. 67
[illegible]GEN, STANLEY M.;AND OTHERS
NOTES: 15P.; CHAPTER 10 IN COST-EFFECTIVENESS ANALYSIS, EDITED BY THOMAS A. GOLDMAN, FREDERICK A. PRAEGER, PUBLISHERS, NEW YORK, N.Y. 10003, 1967.
COST EFFECTIVENESS, COSTS, DECISION MAKING, DEPRESSED AREAS (GEOGRAPHIC), FEDERAL PROGRAMS, INVESTMENT, POVERTY PROGRAMS, PRODUCTIVITY, PROGRAM EVALUATION, RETRAINING, ROAD CONSTRUCTION, TRANSPORTATION, YOUTH PROGRAMS, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, WAR ON POVERTY
TWO ANTI-POVERTY PROGRAMS--INVESTMENT IN EDUCATION AND IN HIGHWAYS AND OTHER PUBLIC FACILITIES--SHOULD INCREASE EARNINGS AND EMPLOYMENT THROUGH AN INCREASE IN PRODUCTION POSSIBILITIES AND A FULLER UTILIZATION OF EXISTING RESOURCES. IN EVALUATING TRAINING PROGRAMS, THERE IS CONSIDERABLE EVIDENCE THAT TRAINING EXPENDITURES HAVE A RETURN AT LEAST EQUAL TO THAT ON OTHER FORMS OF CAPITAL INVESTMENT; THE RETURN HAS BOTH PRIVATE AND SOCIAL COMPONENTS, AND THERE ARE DIRECT AND OPPORTUNITY COSTS TO CONSIDER. IN A MASSACHUSETTS RETRAINING PROGRAM FROM 1956-61 THE NET BENEFITS ACCRUING TO SOCIETY WERE EVALUATED AS ABOUT $3300 PER WORKER; A SIMILAR STUDY IN WEST VIRGINIA SHOWED NET RETURNS OF ABOUT $4000 PER WORKER. THE JOB CORPS AND THE NEIGHBORHOOD YOUTH CORPS CANNOT BE JUDGED PROPERLY BY STUDYING RETURNS TO OTHER TRAINING PROGRAMS, SINCE THESE TWO PROGRAMS DIFFER SIGNIFICANTLY FROM OTHERS. NEW HIGHWAYS HAVE BENEFITS IN REAL OUTPUT AND EMPLOYMENT, NEW INDUSTRY, AND AN INCREASE IN LAND VALUES. THERE ARE MANY QUESTIONS RELATING TO COST ANALYSIS IN HIGHWAY CONSTRUCTION WHICH CANNOT BE ANSWERED ADEQUATELY AT PRESENT. UNTIL PROGRAMS CAN BE EVALUATED EFFECTIVELY, LARGE SCALE FINANCIAL COMMITMENTS SHOULD NOT BE MADE; PROGRAMS SHOULD BE ADEQUATELY DIVERSIFIED AND STEPS FOR EVALUATION SHOULD BE SET UP. (JF)
ERIC: ED024877

868 COST-EFFECTIVENESS STUDY OF WORK EXPERIENCE PROGRAMS. FINAL REPORT. NOV 76
LEWIS, MORGAN V.;AND OTHERS
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. INST. FOR RESEARCH ON HUMAN RESOURCES. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1731
NOTES: 266P.; TABLES MAY BE MARGINALLY LEGIBLE
ADMINISTRATOR ATTITUDES, ATTITUDES, COOPERATIVE EDUCATION, COOPERATIVE PROGRAMS, COST EFFECTIVENESS, EDUCATIONAL ACCOUNTABILITY, EDUCATIONAL ASSESSMENT, EDUCATIONAL BENEFITS, EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT LEVEL, EMPLOYMENT POTENTIAL, FOLLOWUP STUDIES, JOB SATISFACTION, PROGRAM ATTITUDES, PROGRAM COSTS, PROGRAM EFFECTIVENESS, QUESTIONNAIRES, SECONDARY EDUCATION, STUDENT ATTITUDES, VOCATIONAL DEVELOPMENT, VOCATIONAL FOLLOWUP, WAGES, WORK EXPERIENCE PROGRAMS
WORK EXPERIENCE PROGRAMS IN SECONDARY SCHOOLS WERE EXAMINED TO DETERMINE THE COSTS AND BENEFITS ASSOCIATED WITH THEM. DATA ON STUDENTS IN THESE PROGRAMS WERE COMPARED WITH DATA ON STUDENTS WITH NONSCHOOL-SUPERVISED JOBS AND STUDENTS WITH NO JOBS. CHARACTERISTICS AND EXPERIENCES OF CURRENT AND FORMER STUDENTS WERE COMPARED. A RANDOM SAMPLE WAS SELECTED FROM THE 50 LARGEST STANDARD METROPOLITAN STATISTICAL AREAS EAST OF THE MISSISSIPPI AND THEIR CONTIGUOUS NONMETROPOLITAN COUNTIES. DATA WERE OBTAINED FROM

(CONT.)

868 33 HIGH SCHOOLS IN 15 SCHOOL DISTRICTS. INFORMATION ON THE COSTS OF WORK EXPERIENCE AND VOCATIONAL PROGRAMS WAS OBTAINED FROM SCHOOL RECORDS AND QUESTIONNAIRES GIVEN TO STUDENTS AND SCHOOL OFFICIALS. THE REPORT DEALS WITH VOCATIONAL EDUCATION, WORK EXPERIENCE, AND COST-EFFECTIVENESS ANALYSIS: ECONOMIC COSTS AND BENEFITS: EFFECTS OF COOPERATIVE EDUCATION ON POST-HIGH SCHOOL EMPLOYMENT EXPERIENCES: MONETARY RETURNS: EFFECTS ON PERSONAL DEVELOPMENT, EDUCATION, AND EMPLOYMENT: EFFECTS ON CAREER DEVELOPMENT AND ON STUDENTS PERCEPTIONS OF SCHOOL AND JOBS: AND COOPERATIVE EDUCATION AND THE EMPLOYER. IT WAS CONCLUDED THAT FROM A STRICTLY MONETARY POINT OF VIEW, INVESTMENT IN WORK EXPERIENCE, RATHER THAN NONWORK EXPERIENCE VOCATIONAL PROGRAMS, IS NOT JUSTIFIED: HOWEVER, MANY OTHER MEASURES INDICATE THE PROGRAM ACHIEVES OTHER EDUCATIONAL, DEVELOPMENTAL, AND ATTITUDINAL OBJECTIVES. APPENDIXES CONTAIN QUESTIONNAIRES AND CODES, WAGE REGRESSIONS OF CURRENT AND FORMER STUDENTS, AND REGRESSION AND FACTOR ANALYSES TABLES. (TA)
ERIC: ED136053

869 COTTAGE PARENT (MEDICAL SERVICE) 355.878--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, CUSTODIAL MENTALLY HANDICAPPED, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL SERVICES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COTTAGE PARENT, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066516

870 COUNSELING AND INFORMATION SERVICES FOR ADULT LEARNERS IN NORTH AMERICA 1ST/2ND QTR 76
EDUCATIONAL DOCUMENTATION AND INFORMATION:198/199:9-67
INFORMATION SERVICES, EDUCATIONAL COUNSELING, ADULT EDUCATION, ANNOTATED BIBLIOGRAPHIES, COMPARATIVE EDUCATION, TESTING PROGRAMS, VOCATIONAL COUNSELING, INFORMATION DISSEMINATION, INFORMATION SEEKING, LEARNING, CANADA, UNITED STATES
THIS JOURNAL ISSUE CONTAINS AN ANNOTATED BIBLIOGRAPHY OF BOOKS, JOURNAL ARTICLES, RESEARCH REPORTS, MONOGRAPHS, ERIC DOCUMENTS AND OTHER ITEMS DEALING WITH EDUCATIONAL COUNSELING AND INFORMATION SERVICES FOR ADULTS IN THE UNITED STATES AND CANADA. MOST ITEMS CITED WERE PUBLISHED IN THE 1960S AND 1970S. (AUTHOR/RM)
ERIC: EJ147231

871 COUNSELING AND PERSONNEL SERVICES IN ADULT EDUCATION. CURRENT INFORMATION SOURCES, NO. 23. FEB 69
GLICK, BARRY, ED.
SYRACUSE UNIV., N.Y. ERIC CLEARINGHOUSE ON ADULT EDUCATION.
NOTES: 51P.
ABSTRACTS, ADULT BASIC EDUCATION, ADULT DROPOUTS, ADULT EDUCATION, ANNOTATED BIBLIOGRAPHIES, COUNSELING SERVICES, FINANCIAL SUPPORT, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, PREDICTIVE MEASUREMENT, RECRUITMENT, RETENTION, SELECTION, STUDENT PERSONNEL SERVICES, TESTING, WOMENS EDUCATION
THE ANNOTATED BIBLIOGRAPHY DEALING WITH COUNSELING AND PERSONNEL SERVICES IN ADULT EDUCATION CONTAINS 94 INDEXED AND ABSTRACTED ENTRIES ARRANGED UNDER FOUR HEADINGS STUDENT PERSONNEL SERVICES, COUNSELING SERVICES: ADMISSIONS AND SELECTION: AND RETENTION AND DROPOUT, AND FINANCIAL ASSISTANCE. TOPICS COVERED IN THESE ABSTRACTS INCLUDE GENERAL STUDENT PERSONNEL SERVICES: EDUCATIONAL, VOCATIONAL, AND PERSONAL COUNSELING: TESTS, TESTING, AND PREDICTIVE MEASURES: STANDARDS, PROCEDURES, AND RECRUITMENT: RETENTION DROPOUT, AND FINANCIAL ASSISTANCE. MOST DOCUMENTS ARE DATED FROM 1966 TO 1968. (PT)
ERIC: ED029234

872 COUNSELING GIRLS AND WOMEN--AWARENESS, ANALYSIS, ACTION. MAR66
BERRY, JANE :AND OTHERS
MISSOURI STATE DEPT. OF LABOR AND INDUSTRIAL RELATIONS, JEFFERSON CITY.: MISSOURI UNIV., KANSAS CITY.
NOTES: 79P.
COUNSELING, EDUCATIONAL COUNSELING, EDUCATIONAL PLANNING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, FAMILY LIFE, FEMALES, INSERVICE EDUCATION, LEISURE TIME, LOW INCOME, MARRIAGE, SOCIAL CHANGE, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, WOMENS EDUCATION, WORKING WOMEN

(CONT.)

972 OBJECTIVES OF THIS GUIDE TO BE USED IN AN INSERVICE TRAINING PROGRAM ARE--(1) TO ALERT COUNSELORS TO SPECIALIZED NEEDS OF GIRLS AND WOMEN, (2) TO PROVIDE A READABLE SOURCE OF BACKGROUND MATERIALS, (3) TO DEVELOP APPRECIATION OF THE ROLE OF THE EMPLOYMENT SERVICE IN COUNSELING GIRLS AND WOMEN, AND (4) TO CREATE AN AWARENESS OF RESEARCH IN THE AREA OF WOMENS ROLE IN SOCIETY. THE PERCEPTIVE COUNSELOR ATTEMPTS TO ALERT GIRLS AND WOMEN TO SOCIAL CHANGE AND ITS IMPACT ON WOMENS LIVES, FUTURE-ORIENTED OPPORTUNITIES, AND A LIFE PLANNING APPROACH. THE LATTER INVOLVES PLANNING FOR MULTIPLE ROLES DURING DIFFERENT PERIODS OF THEIR LIFE. WOMENS EMPLOYMENT FALLS INTO THREE GENERAL PATTERNS--THE CONSTANT EMPLOYEE, THE IN-AND-OUT EMPLOYEE, AND THE NOVICE. ATTITUDES ARE CHANGING TOWARD WOMENS ROLES, AND THEY NOW HAVE TO CHOOSE A CAREER OR HOME OR BOTH. RECENT TRENDS IN EDUCATION SHOW THAT THE MORE EDUCATION A WOMAN HAS, THE GREATER ARE THE CHANCES THAT SHE WILL BE WORKING. NEW FIELDS ARE OPENING FOR WOMEN WITH EDUCATION. CONTINUING EDUCATION IS AVAILABLE TO MORE PEOPLE WITH DIFFERENT BACKGROUNDS. A ANNOTATED BIBLIOGRAPHY IS INCLUDED. (MS)
ERIC: ED018558

973 COUNSELING MIDDLE-AGED AND OLDER WORKERS SEP 75
TOMITA, KIKU
JOURNAL OF EMPLOYMENT COUNSELING;12;3;100-105
OLDER ADULTS, JOB PLACEMENT, VOCATIONAL COUNSELING, ADULT COUNSELING, CAREER CHANGE, CASE STUDIES, EMPLOYMENT POTENTIAL, SELF CONCEPT, EMPLOYMENT SERVICES, OCCUPATIONAL GUIDANCE
CASE STUDIES ARE CITED IN WHICH APPLICANTS WERE ASSISTED BY THE COUNSELOR IN ASSESSING THEIR EXPERIENCE AND ABILITIES AND RELATING THEM TO THE JOB MARKET. TYPES OF CASES DISCUSSED ARE RETIREES WANTING TO RETURN TO WORK, HOMEMAKERS REENTERING THE BUSINESS WORLD, AND MEN AND WOMEN SEEKING A CHANGE OF OCCUPATIONS. (AUTHOR)
ERIC: EJ122378

974 COUNSELING OLDER PERSONS CAREER CHANGE AND RETIREMENT SEP 75
SINICK, DANIEL
VOCATIONAL GUIDANCE QUARTERLY;25;1;18-24
CAREER CHANGE, CAREER EXPLORATION, RETIREMENT, OLDER ADULTS, VOCATIONAL COUNSELING, SENIOR CITIZENS, OCCUPATIONAL GUIDANCE, STATE OF THE ART REVIEWS
THE GROWING PROPORTION OF OLDER PERSONS IN THE POPULATION OFFERS COUNSELORS OPPORTUNITIES TO EXERCISE THEIR EXPERTISE AND TO REAP FURTHER REWARDS OF PROFESSIONAL SERVICE. HELPING PROFESSIONALS MUST BECOME EXPERT REGARDING THE COUNSELING NEEDS OF OLDER PERSONS AND SPECIAL CONSIDERATIONS AND EMPHASES IN MEETING THESE NEEDS. (AUTHOR)
ERIC: EJ149996

975 COUNSELING OLDER PERSONS CAREERS, RETIREMENT, DYING. 75
SINICK, DANIEL
ERIC CLEARINGHOUSE ON COUNSELING AND PERSONNEL SERVICES, ANN ARBOR, MICH. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. NIE-C-400-75-0017
NOTES: 97P.
ADJUSTMENT (TO ENVIRONMENT), ADULT COUNSELING, CAREER CHANGE, DEATH, FAMILY COUNSELING, OLDER ADULTS, PERSONAL ADJUSTMENT, RETIREMENT, SOCIAL ADJUSTMENT, STATE OF THE ART REVIEWS
THE FOCUS OF THIS MONOGRAPH IS ON THREE AREAS OF COUNSELING WITH OLDER CLIENTS CAREER COUNSELING, RETIREMENT COUNSELING, AND COUNSELING REGARDING DEATH AND DYING. THE PORTION ON CAREER COUNSELING INCLUDES REASONS OLDER PERSONS CHANGE CAREERS, OBSTACLES THEY ARE LIKELY TO FACE WHEN SEEKING EMPLOYMENT, MYTHS SURROUNDING THE EMPLOYABILITY OF OLDER PERSONS, AND SUGGESTIONS ON THE USE OF TESTING IN CAREER COUNSELING OLDER PERSONS. RETIREMENT COUNSELING EXAMINES THE SOCIAL IMAGE AND ROLE OF THE RETIRED PERSON, PLUS WORK, VOLUNTEER, AND LEISURE TIME ACTIVITIES. RETIREMENT COUNSELING EMPHASIZES RETIREMENT AS A POSITIVE DEVELOPMENTAL STAGE. INCLUDED IS A BRIEF DISCUSSION OF PRACTICAL LIFESTYLE CONCERNS SPECIFIC TO RETIRED PERSONS. COUNSELING SURROUNDING DEATH AND DYING, INCLUDING KUBLER-ROSS FIVE STAGES OF DYING, POTENTIAL SUICIDES, AND DEATH SURVIVORS IS EXAMINED. TRENDS AND ISSUES REGARDING PROBLEMS OF AGING, A BIBLIOGRAPHY OF READINGS RELATED TO OLDER WOMEN, AND APPENDIXES OF PERIODICALS AND ORGANIZATIONS CONCERNED WITH OLDER PERSONS ARE INCLUDED. (JS)
ERIC: ED109588

976 COUNSELING TECHNIQUES FOR MATURE WOMEN 31 JUL 66
COLAN, ELEANOR F.;KIRKBRIDE, VIRGINIA R.;MUELLER, KATE HEVNER;ZAPOLEON
AMERICAN ASSOCIATION OF UNIV. WOMEN EDUCATIONAL FOUNDATION, WASHINGTON, D. C.
NOTES: REPT. FOR 14 JUN-6 AUG 65 454P
SOCIAL PSYCHOLOGY, FEMALES, EMPLOYMENT, FEMALES
CONTENTS COUNSELING TECHNIQUES FOR MATURE WOMEN -- PILOT RESEARCH PROGRAM: THE ADULT WOMAN -- HER HISTORY, PLACE IN SOCIETY, PSYCHOLOGY, EDUCATION: COUNSELING TECHNIQUES AND PRACTICUM: ECONOMIC ASPECTS OF COUNSELING ADULT WOMEN.
NTIS: PB-177 322 CFSTI PRICES PC$6.00 MF$0.95

977 COUNSELING TECHNIQUES FOR MATURE WOMEN. REPORT OF THE ADULT COUNSELOR PROGRAM (JUNE 14 - AUGUST 6, 1965). 31JUL66
COLAN, ELEANOR F. ;AND OTHERS
AMERICAN ASSOCIATION OF UNIVERSITY WOMEN, WASHINGTON, D.C.
NOTES: 454P.

(CONT.)

877 ADULT COUNSELING, ADULT STUDENTS, CASE STUDIES (EDUCATION), COUNSELING INSTRUCTIONAL PROGRAMS, COUNSELOR TRAINING, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, FEMALES, LEGISLATION, MANPOWER UTILIZATION, NONDIRECTIVE COUNSELING, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, RESEARCH, VOCATIONAL COUNSELING, VOLUNTEERS, GEORGE WASHINGTON UNIV. CONT. EDUC. PROG, MINNESOTA IMPORTANCE QUESTIONNAIRE
THIS PROJECT DETERMINED SUCCESSFUL COUNSELING TECHNIQUES AND THE LENGTH OF TIME NECESSARY TO PREPARE EMPLOYMENT COUNSELORS TO WORK WITH WOMEN 35 TO 54 YEARS OLD, AND PRESENTS A GUIDE TO HELP OTHERS INTERESTED IN SUCH A PROGRAM. RESEARCH WAS CARRIED OUT BY A DIRECTOR, THREE FACULTY MEMBERS WHO PLANNED AND PRESENTED THE EIGHT WEEK CURRICULUM, CONSULTANTS FOR SPECIAL TOPICS, AND 20 WOMEN STUDENTS. THESE PARTICIPANTS HAD CLASSES IN THE MORNING AND COUNSELING EXPERIENCE WITH ADULT WOMEN IN THE AFTERNOON. THE FIRST CURRICULAR AREA EXPLORED THE HISTORY, PLACE IN SOCIETY, PSYCHOLOGY, AND EDUCATION OF THE ADULT WOMAN. IN ALL AREAS, COMPARISONS WITH MEN AND WOMEN OF OTHER AGE GROUPS WERE PROVIDED. PRINCIPLES BASIC TO COUNSELING WERE PRESENTED IN COUNSELING TECHNIQUES AND PRACTICUM. CONCLUSIONS FROM TAPED INTERVIEWS BETWEEN PARTICIPANTS AND COUNSELEES INDICATED--(1) THERE WAS NO DIFFICULTY IN ESTABLISHING RAPPORT, (2) THE TWO MAJOR COUNSELEE PROBLEMS WERE LACK OF SELF CONFIDENCE AND LACK OF INFORMATION, AND (3) MOST WOMEN DID NOT RESPOND WELL TO THE EXCLUSIVE USE OF THE CLIENT-CENTERED APPROACH. GROUP METHODS WERE INVESTIGATED, AND ARE SEEN AS AN ADJUNCT, RATHER THAN SUBSTITUTE, FOR INDIVIDUAL COUNSELING. OCCUPATIONAL AND RELATED INFORMATION, HEALTH, RELEVANT LEGISLATION, AND VOLUNTEER JOBS ARE ALSO DISCUSSED. RECOMMENDATIONS FOR FUTURE PROGRAMS ARE PRESENTED. (PR)
ERIC: ED014106

878 COUNSELING TODAYS VETERANS A PROGRAM AND ITS IMPLICATIONS DEC 73
MYERS, ERNEST R.
PERSONNEL AND GUIDANCE JOURNAL;52:4:233-237
COUNSELING, VETERANS, MILITARY PERSONNEL, COUNSELOR TRAINING, LABOR MARKET, INFORMATION DISSEMINATION, VETERANS EDUCATION, UNEMPLOYMENT, PHYSICALLY HANDICAPPED, RECRUITMENT
THIS ARTICLE FOCUSES ON THE INTERAGENCY OVERSEAS COUNSELING THRUST LAUNCHED BY THE FEDERAL GOVERNMENT IN 1971 TO MITIGATE THE DEBILITATING EFFECTS OF CIVILIAN REENTRY CRISIS EXPERIENCED BY VETERANS. THE OVERSEAS COUNSELING PROGRAM OF THE U.S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE, OPERATING IN EUROPE, THE FAR EAST, AND VIETNAM, WAS ORGANIZED AND FORMERLY ADMINISTERED BY THE AUTHOR AND IS HIGHLIGHTED HERE BECAUSE OF ITS IMPLICATIONS FOR COUNSELING AND GUIDANCE. (AUTHOR)
ERIC: EJ089229

879 COUNSELING WOMEN A REVIEW OF THE RESEARCH SEP 75
MCEWEN, MARYLU K.
JOURNAL OF COLLEGE STUDENT PERSONNEL;16:5:382-386
FEMALES, COUNSELING EFFECTIVENESS, CAREER PLANNING, VOCATIONAL COUNSELING, OCCUPATIONAL ASPIRATION, STATE OF THE ART REVIEWS, SEX STEREOTYPES, OCCUPATIONAL GUIDANCE, SELF CONCEPT, COUNSELOR ATTITUDES
EXAMINES THE RESEARCH SUPPORT FOR THE MAJOR RECOMMENDATIONS AND ISSUES CONCERNING THE COUNSELING OF WOMEN. CONCLUSIONS AND IMPLICATIONS FOR COUNSELORS ARE DRAWN FROM THE RESEARCH. RESOURCES ARE IDENTIFIED AND SUGGESTIONS OFFERED TO COUNSELORS FOR DEVELOPING SKILLS FOR COUNSELING IN AN UNBIASED FASHION AND FOR DESIGNING PROGRAMS TO ENHANCE WOMENS DEVELOPMENT. (AUTHOR)
ERIC: EJ125672

880 COUNSELING WORKERS OVER 40 GULHEMP, A NEW APPROACH. 10 APR 74
MEREDITH, JACK
NOTES: 30P.; PAPER PRESENTED AT THE ANNUAL CONVENTION OF THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION (30TH, NEW ORLEANS, LOUISIANA, 1974); NOT AVEIALBLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
AGE DIFFERENCES, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), INDUSTRIAL PERSONNEL, JOB PLACEMENT, MEDICAL SERVICES, MIDDLE AGED, MODELS, SOCIAL DISCRIMINATION, SPEECHES, TASK ANALYSIS, GULHEMP METHOD
THIS SERIES OF PRESENTATIONS DESCRIBE A METHOD OF JOB COUNSELING AND PLACEMENT FOR THE MIDDLE-AGED WHICH COMBINES PRE-EMPLOYMENT PHYSICAL WORKER ANALYSIS WITH JOB ANALYSIS FOR EFFECTIVE MATCHING OF JOB REQUIREMENTS WITH WORKER CAPACITIES. THE MATCHING PROCESS INVOLVES THESE STEPS (1) JOB ANALYSIS BY AN INDUSTRIAL ENGINEER; (2) WORKER EXAMINATION BY MEDICAL STAFF INCLUDING MEDICAL AND SOCIAL TESTS AND HISTORIES; AND (3) COMPARISON BETWEEN MEDICAL AND JOB PROFILES AND RECOMMENDATION TO EMPLOYER. THE PROFILE IS DETERMINED BY DR. KOYLS GULHEMP METHOD (GENERAL PHYSIQUE, UPPER AND LOWER EXTREMITIES, HEARING, EYESIGHT, MENTALITY AND PERSONALITY). BOTH PHYSICAL AND JOB ANALYSES ARE SCALED TO THESE FITNESS CATEGORIES. ADVANTAGES TO THIS MATCHING SYSTEM OF JOB PLACEMENT INCLUDE (1) IDENTIFICATION OF MEDICAL PROBLEMS AND RESULTING REFERRAL AND TREATMENT; (2) SENSITIZATION OF STATE EMPLOYMENT AGENCIES TO THE NEEDS OF MIDDLE AGED WORKERS; (3) ASSISTANCE TO EMPLOYERS IN THE PLACEMENT OF PHYSICALLY QUALIFIED WORKERS TO THE SATISFACTION OF BOTH EMPLOYER AND EMPLOYEE; (4) LOWER INCIDENCE OF ILLNESS AND TURNOVER PROFILED WORKERS; AND (5) A METHOD TO ELIMINATE AGE, SEX AND RACE DISCRIMINATION IN EMPLOYMENT. (GMF)
ERIC: ED110863

881 COUNSELLING AND INFORMATION SERVICES FOR ADULT LEARNERS IN NORTH AMERICA. EDUCATIONAL

DOCUMENTATION AND INFORMATION. 76
IRONSIDE, DIANA J.
INTERNATIONAL BUREAU OF EDUCATION, GENEVA (SWITZERLAND).
BULLETIN OF THE INTERNATIONAL BUREAU OF EDUCATION;N198/99 1ST/2ND QUARTER 1976
NOTES: 67P.
ADULT COUNSELING, ADULT EDUCATION, ANNOTATED BIBLIOGRAPHIES, COUNSELING PROGRAMS, COUNSELING SERVICES, COUNSELORS, INFORMATION SEEKING, INFORMATION SERVICES, INSTRUCTIONAL MEDIA, LIBRARIES, VOCATIONAL COUNSELING
SOME 286 ITEMS RELATING TO COUNSELING AND INFORMATION SERVICES FOR ADULT LEARNERS IN NORTH AMERICA ARE CITED, AND ABSTRACTS ARE GIVEN FOR 144 OF THEM CONSIDERED MOST SIGNIFICANT. TRENDS AND ISSUES REVEALED BY THE LITERATURE ARE DISCUSSED IN AN INTRODUCTORY SECTION. CITATIONS WITH AND WITHOUT ABSTRACTS ARE LISTED TOGETHER UNDER THE FOLLOWING SUBJECT DIVISIONS (1) COUNSELING AND TESTING PROGRAMS; (2) COUNSELORS, COUNSELING RELATIONSHIP, AND LEARNER NEEDS; (3) VOCATIONAL AND CAREER COUNSELING; (4) INFORMATION USE AND DISSEMINATION; (5) INFORMATION-SEEKING BEHAVIOR AND ACTIVITIES; (6) INFORMATION/COUNSELING SERVICES TO SPECIAL LEARNER GROUPS; (7) NONTRADITIONAL FORMS OF LEARNING; AND (8) ADULT EDUCATION CONTEXT, ISSUES, AND PROJECTS. A SUBSTANTIAL PORTION OF THE ITEMS CITED WERE FOUND IN THE DATA BASE OF THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC); ED NUMBERS ARE GIVEN FOR THESE. THERE IS AN AUTHOR INDEX. (PF)
ERIC: ED130675 UNIPUB, INC., P.O. BOX 433, MURRAY HILL STATION, NEW YORK, N.Y. 10016 (ISSN-0303-3899; $13.00 FOR 4 ISSUES A YEAR)

992 COUNSELOR DEVELOPMENT IN AMERICAN SOCIETY, CONFERENCE RECOMMENDATIONS FROM INVITATIONAL CONFERENCE ON GOVERNMENT-UNIVERSITY RELATIONS IN THE PROFESSIONAL PREPARATION AND EMPLOYMENT OF COUNSELORS (WASHINGTON, D.C., JUNE 2-3, 1965). 65
MCGOWEN, JOHN F. ;AND OTHERS
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 320P.
CITY GOVERNMENT, COLLEGE COOPERATION, COLLEGE ROLE, CONFERENCES, COUNSELING GOALS, COUNSELING SERVICES, COUNSELOR FUNCTIONS, COUNSELOR ROLE, COUNSELORS, COUNSELOR TRAINING, CURRICULUM DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, FEDERAL GOVERNMENT, GOVERNMENT ROLE, OCCUPATIONAL INFORMATION, SOCIAL CHANGE, STATE GOVERNMENT, SUBPROFESSIONALS
THE CONFERENCE WAS ATTENDED BY APPROXIMATELY 110 TOP LEVEL REPRESENTATIVES OF THE FEDERAL, STATE AND LOCAL GOVERNMENT, UNIVERSITIES AND COLLEGES, AND AGENCIES EMPLOYING COUNSELORS. FIVE CURRENT PROBLEM AREAS OF SIGNIFICANCE AND COMMON CONCERN IN GOVERNMENT AND UNIVERSITY RELATIONS WERE STUDIED--(1) PROJECTING THE TOTAL QUANTITY OF COUNSELING PERSONNEL REQUIRED IN OUR SOCIETY, (2) DETERMINING ACCEPTABLE AND JUSTIFIABLE ROLES, FUNCTIONS, AND QUALIFICATIONS FOR COUNSELING PERSONNEL, (3) MEETING GOVERNMENT PROGRAM NEEDS WHILE STILL PRESERVING NECESSARY AND REASONABLE PROFESSIONAL AUTONOMY, (4) DEVELOPING NEEDED LEGISLATIVE AUTHORIZATION, FINANCIAL SUPPORT, AND COMPLEMENTARY UNIVERSITY ORGANIZATION TO IMPLEMENT INTEGRATED PROGRAMS OF EDUCATION FOR COUNSELING PERSONNEL, AND (5) IMPROVING THE QUALITY OF COUNSELING SERVICES, AND FACILITATING THE RECRUITMENT AND RETENTION OF COMPETENT COUNSELING PERSONNEL THROUGH APPROPRIATE MODIFICATIONS OF EMPLOYMENT CONDITIONS. NINE WORK-STUDY PAPERS INCLUDED IN THIS REPORT WERE PREPARED BY RECOGNIZED AUTHORITIES TO PROVIDE THE CONFEREES WITH BASIC AND CURRENT BACKGROUND MATERIALS. ONE OF THE MANY RECOMMENDATIONS WAS THAT THE FEDERAL GOVERNMENT ESTABLISH AND MAINTAIN A NATIONAL ADVISORY COMMITTEE ON COUNSELING MANPOWER. (PS)
ERIC: ED016136

993 COUNSELOR PROBLEMS ASSOCIATED WITH CLIENT CHARACTERISTICS, WISCONSIN STUDIES IN VOCATIONAL REHABILITATION, MONOGRAPH III. 68
THORESON, RICHARD W. ;AND OTHERS
WISCONSIN UNIV., MADISON, REGIONAL REHABILITATION RESEARCH INST. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 37P.
COUNSELING EFFECTIVENESS, COUNSELOR CHARACTERISTICS, COUNSELOR EVALUATION, COUNSELOR TRAINING, MOTIVATION, PERSONALITY PROBLEMS, PROBLEMS, REHABILITATION COUNSELING, REHABILITATION PROGRAMS, RELATIONSHIP, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION
THIS STUDY WAS DESIGNED TO DESCRIBE REHABILITATION COUNSELOR PERCEPTIONS OF CLIENT CHARACTERISTICS WHICH CAUSE PROBLEMS IN COUNSELING AND VOCATIONAL PLANNING. COUNSELORS WERE ASKED TO IDENTIFY BARRIERS TO EFFECTIVE REHABILITATION WHICH MIGHT BE ATTRIBUTED TO THE CLIENTS CHARACTERISTICS. EACH COUNSELOR WAS INTERVIEWED INDIVIDUALLY AND WAS ASKED TO IDENTIFY MAJOR PROFESSIONAL PROBLEMS AND TO SUBMIT RECOMMENDATIONS FOR THEIR RESOLUTION. DATA FOR THIS PART OF THE PRESENT STUDY WERE OBTAINED FROM A QUESTION ON PROBLEMS STEMMING FROM THE CHARACTERISTICS OF THE CLIENT HIMSELF. RESPONSES WERE CODED INDEPENDENTLY BY THREE JUDGES. RESULTS SUGGEST THAT REHABILITATION COUNSELORS PERCEIVE A LACK OF MOTIVATION FOR REHABILITATION TO BE THE MAJOR PROBLEM IN COUNSELING AND VOCATIONAL PLACEMENT. THE PATTERN OF RESPONSES WAS INTERPRETED AS REFLECTIVE OF THE INTENSE FRUSTRATION ENCOUNTERED BY THE REHABILITATION COUNSELOR IN WORKING WITH THE UNMOTIVATED CLIENT. THIS GENERAL CATEGORY WAS FURTHER DELINEATED INTO SIX GENERAL PATTERNS, THE MAJORITY OF WHICH WERE PSYCHOLOGICAL IN NATURE. DIFFERENCES BETWEEN BEGINNING AND CAREER COUNSELORS ON PERCEPTION OF LOW-LABOR-MARKET DEMAND PROBLEMS WERE INTERPRETED AS INDICATIVE OF THE BEGINNING COUNSELORS LACK OF JOB PLACEMENT EXPERIENCE. (AUTHOR/KJ)
ERIC: ED033382 DR. GEORGE N. WRIGHT, REGIONAL REHABILITATION RESEARCH INSTITUTE, 2214 UNIVERSITY AVENUE, MADISON, WISCONSIN 53706 (SINGLE COPIES ARE FREE; THEY ARE NOT AVAILABLE IN QUANTITIES)

884 COUNSELOR TRAINING AND SELECTION OPERATING A JOB CORPS COUNSELING PROGRAM MAR 75
BRYSON, SEYMOUR;AND OTHERS
COUNSELOR EDUCATION AND SUPERVISION;14;3;228-232
COUNSELOR TRAINING, COUNSELOR SELECTION, CULTURAL DIFFERENCES, PROGRAM DESCRIPTIONS, HELPING RELATIONSHIP, COUNSELING, HIGHER EDUCATION, JOB CORPS
THE AUTHOR MAINTAINS THAT THE COUNSELING PROFESSION NEEDS TO REEXAMINE ITS PRESENT APPROACH TO TRAINING COUNSELORS. CURRENT TRAINING PROGRAMS ARE NOT PREPARING COUNSELORS TO WORK EFFECTIVELY WITH CLIENTS FROM ALL SECTORS OF THE POPULATION. (AUTHOR/HMV)
ERIC; EJ114057

885 COUNSELORS GUIDE TO MANPOWER INFORMATION; AN ANNOTATED BIBLIOGRAPHY OF GOVERNMENT PUBLICATIONS. 68
SMITH, GERARD C.
NOTES; 105P.
BIBLIOGRAPHIES, COUNSELORS, FINANCIAL SUPPORT, GOVERNMENT PUBLICATIONS, LABOR FORCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, MANPOWER INFORMATION
THIS SELECTED BIBLIOGRAPHY OF MATERIALS PUBLISHED BY ALL FEDERAL AND MANY STATE AGENCIES FROM 1962 TO 1968 IS DIVIDED INTO FOUR SECTIONS. ONE DEALS WITH OCCUPATIONAL AND INDUSTRY MANPOWER LITERATURE, INCLUDING OCCUPATIONAL OUTLOOK SERVICE INFORMATION, OCCUPATIONAL AND INDUSTRY MANPOWER STUDIES, JOB DESCRIPTIONS, AND FEDERAL GOVERNMENT CAREERS. THE SECOND PART DISCUSSES EDUCATION, FINANCIAL ASSISTANCE, AND PLACEMENT INFORMATION. THE NEXT SECTION EXAMINES MANPOWER PROBLEMS IN RELATIONSHIP TO DEPRESSED AREAS, DEFENSE EXPENDITURES, LABOR STANDARDS, TECHNOLOGICAL CHANGE, AND WORKER MOBILITY. THE LAST PART CITED STUDIES CONCERNING PROBLEMS OF SUCH SPECIAL GROUPS IN THE LABOR FORCES AS AGRICULTURAL MIGRANTS, APPRENTICES, OLDER WORKERS, WOMEN, AND YOUTH. INFORMATION ON SOURCES OF STATISTICS USEFUL TO COUNSELORS AND A SECTION ON BROAD-SCOPE DIRECTORIES, CATALOGS, AND BIBLIOGRAPHIES IS ALSO PROVIDED. APPENDED ARE (1) ADDRESSES OF FEDERAL AGENCIES, (2) A 2-YEAR CUMULATIVE INDEX TO THE OCCUPATIONAL OUTLOOK QUARTERLY BY ARTICLE TITLE, (3) A SECTION ON HOW TO OBTAIN GOVERNMENT PUBLICATIONS, (4) A LISTING OF FEDERAL GOVERNMENT PERIODICALS AND HOW TO OBTAIN THEM, AND (5) A LISTING OF FEDERAL DEPOSITORY LIBRARIES. (GC)
AIM/ARM; VT010338

886 COUNSELORS INFORMATION SERVICE A QUARTERLY ANNOTATED BIBLIOGRAPHY OF CURRENT LITERATURE ON EDUCATIONAL AND VOCATIONAL GUIDANCE, VOL. 31, NO. 3, SEPTEMBER, 1976 (AND SUPPLEMENT). SEP 76
BNAI BRITH, WASHINGTON, D.C. CAREER AND COUNSELING SERVICES.
NOTES; 32P.
ANNOTATED BIBLIOGRAPHIES, BIBLIOGRAPHIC CITATIONS, CAREER OPPORTUNITIES, EDUCATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PUBLICATIONS, STATE OF THE ART REVIEWS, VOCATIONAL COUNSELING
THIS PUBLICATION IS A QUARTERLY ANNOTATED BIBLIOGRAPHY OF CURRENT LITERATURE ON EDUCATIONAL AND VOCATIONAL GUIDANCE. INCLUDED FOR EACH PUBLICATION CITED ARE THE NAME AND ADDRESS OF THE PUBLISHER AND THE COST OF THE PUBLICATION. THE REVIEWS ARE ORGANIZED INTO SECTIONS ON OCCUPATIONAL INFORMATION; EDUCATIONAL, VOCATIONAL AND PERSONAL GUIDANCE; GUIDANCE ADMINISTRATION AND PROCEDURES; STUDENT AND TEACHER AIDS; FREE OR INEXPENSIVE GUIDANCE MATERIAL; ADULT EDUCATION AND AGING; HANDICAPPED AND REHABILITATION COUNSELING; THE COUNSELORS BOOKSHELF AND PERIODICALS IN GUIDANCE AND RELATED FIELDS. THE REPORT CONCLUDES WITH A SPECIAL SUPPLEMENT ADDRESSED TO THE TOPIC OF PREPARATION FOR WORK IN THE FUTURE. (SJL)
ERIC; ED132486 BNAI BRITH CAREER AND COUNSELING SERVICES, 1640 RHODE ISLAND AVENUE, N.W., WASHINGTON, D.C. 20036 (NC $9.00 SUBSCRIPTION PER YEAR)

887 COUNSELORS INFORMATION SERVICE A QUARTERLY ANNOTATED BIBLIOGRAPHY OF CURRENT LITERATURE ON EDUCATIONAL AND VOCATIONAL GUIDANCE, VOLUME NUMBER 4. DEC 76
BNAI BRITH, WASHINGTON, D.C. CAREER AND COUNSELING SERVICES.
NOTES; 25P.
ANNOTATED BIBLIOGRAPHIES, CAREER PLANNING, COUNSELORS, EDUCATIONAL FINANCE, EMPLOYMENT OPPORTUNITIES, GUIDANCE SERVICES, LITERATURE REVIEWS, OCCUPATIONAL INFORMATION, REHABILITATION COUNSELING, RESOURCE MATERIALS, VOCATIONAL COUNSELING
THE ANNOTATED BIBLIOGRAPHY REVIEWS CURRENT LITERATURE RELATED TO EDUCATIONAL AND VOCATIONAL GUIDANCE. ARTICLES, BOOKS AND RESOURCE GUIDES WRITTEN ABOUT CAREER COUNSELING, STUDENT FINANCIAL AID, GUIDANCE ADMINISTRATION AND NON-TRADITIONAL EDUCATIONAL OPPORTUNITIES ARE INCLUDED. FREE OR INEXPENSIVE RESOURCE MATERIALS FOR COUNSELORS ARE LISTED. (NHS)
ERIC; ED140147 BNAI BRITH CAREER AND COUNSELING SERVICES, 1640 RHODE ISLAND AVENUE, N.W., WASHINGTON, D.C. 20036 ($11.00 PER YEAR)

888 COUNSELORS INFORMATION SERVICE A QUARTERLY ANNOTATED BIBLIOGRAPHY OF CURRENT LITERATURE ON EDUCATIONAL AND VOCATIONAL GUIDANCE, VOLUME 31, NUMBER 1, FEBRUARY 1976. FEB 76
BNAI BRITH, WASHINGTON, D.C. CAREER AND COUNSELING SERVICES.
NOTES; 25P.
ANNOTATED BIBLIOGRAPHIES, EDUCATIONAL GUIDANCE, EDUCATIONAL RESOURCES, LITERATURE REVIEWS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, REFERENCE MATERIALS, RESOURCE MATERIALS
CITED IS LITERATURE ON OCCUPATIONAL INFORMATION EDUCATIONAL, VOCATIONAL AND PERSONAL GUIDANCE, GUIDANCE ADMINISTRATION AND PROCEDURE, STUDENT AIDS, TEACHER AIDS, FREE OR INEXPENSIVE GUIDANCE MATERIALS, ADULT EDUCATION AND THE AGING, AND HANDICAPPED AND REHABILITATION COUNSELING. ALSO INCLUDED IS A CONTINUING LIST OF PERIODICALS IN GUIDANCE

(CONT.)
888 AND RELATED FIELDS. THE BIBLIOGRAPHY INCLUDES THE NAMES AND ADDRESSES OF THE RESPECTIVE PUBLISHERS AND THE COST OF THE PUBLICATIONS. (SJL)
ERIC: ED124808 COUNSELORS INFORMATION SERVICE, BNAI BRITH CAREER AND COUNSELING SERVICES, 1640 RHODE ISLAND AVENUE N.W., WASHINGTON, D.C. 20036 (NC $9.00 PER YEAR SUBSCRIPTION)

889 COUNSELORS INFORMATION SERVICE A QUARTERLY ANNOTATED BIBLIOGRAPHY OF CURRENT LITERATURE ON EDUCATIONAL AND VOCATIONAL GUIDANCE. VOLUME 31, NUMBER 2, MAY, 1976. MAY 76
BNAI BRITH, WASHINGTON, D.C. CAREER AND COUNSELING SERVICES.
NOTES: 25P.
ADULT EDUCATION, ANNOTATED BIBLIOGRAPHIES, BOOKLISTS, EDUCATIONAL GUIDANCE, GUIDANCE FUNCTIONS, GUIDANCE OBJECTIVES, LITERATURE GUIDES, LITERATURE REVIEWS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PERIODICALS, REFERENCE MATERIALS, REHABILITATION COUNSELING, RESOURCE MATERIALS, STUDENT LOAN PROGRAMS
THE MATERIALS REVIEWED ARE CATEGORIZED ACCORDING TO THE FOLLOWING TOPICS (1) OCCUPATIONAL INFORMATION; (2) EDUCATIONAL, VOCATIONAL, AND PERSONAL GUIDANCE; (3) GUIDANCE ADMINISTRATION AND PROCEDURES; (4) STUDENT AIDS; (5) AIDS FOR THE TEACHER; (6) GUIDANCE MATERIAL--FREE OR INEXPENSIVE; (7) ADULT EDUCATION AND THE AGING; (8) HANDICAPPED AND REHABILITATION COUNSELING; AND (9) THE COUNSELORS BOOKSHELF. (HLM)
ERIC: ED126419 BNAI BRITH CAREER AND COUNSELING SERVICES, 1640 RHODE ISLAND AVENUE, N.W., WASHINGTON, D.C. 20036. (SUBSCRIPTION $9.00 PER YEAR)

890 COUNSELORS UNDER FIRE YOUTH OPPORTUNITY CENTERS 69 JAN
GROSS, EDWARD
PERSONNEL GUIDANCE J;47;5;404-9
COUNSELING CENTERS, COUNSELING EFFECTIVENESS, COUNSELING THEORIES, DISADVANTAGED YOUTH, EMPLOYMENT SERVICES, INDIVIDUAL COUNSELING, JOB PLACEMENT, SELF HELP PROGRAMS, VOCATIONAL COUNSELING, YOUTH AGENCIES
PUBLISHED IN A RECENT ISSUE OF EMPLOYMENT SERVICE REVIEW.
ERIC: EJ000352

891 COUNTER-ATTACK ON DELINQUENCY, THE PROGRAM OF THE FEDERAL GOVERNMENT TO STIMULATE COMMUNITIES TO DEVELOP RATIONAL ANSWERS TO GROWING CRISIS. SEP63
PRESIDENTS COMMITTEE ON JUVENILE DELINQUENCY AND YOUTH, WASHINGTON, D.C.
NOTES: 39P.
COMMUNITY PROGRAMS, DELINQUENCY CAUSES, DELINQUENCY PREVENTION, ENVIRONMENTAL INFLUENCES, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROBLEMS, DISTRICT OF COLUMBIA, JUVENILE DELINQUENCY ACT
REPORTS HAVE BEEN MADE ON HOW 16 AMERICAN COMMUNITIES ARE COMBATING DELINQUENCY WITH THE AID OF JUVENILE DELINQUENCY ACT (1961) FUNDS. EACH COMMUNITY WAS SEEKING ANSWERS TO DELINQUENCY THROUGH LOCALLY DESIGNED PROGRAMS BASED UPON A COMPREHENSIVE PLAN OF ACTION INVOLVING THE ENTIRE COMMUNITY. SINCE OCCASIONAL PREVIOUS APPROACHES TO THE PROBLEM HAD NOT BEEN ADEQUATE, THE NEED WAS FOR PROGRAMS OF FUNDAMENTAL AND LASTING CHANGE. MAJOR PROBLEMS ENCOUNTERED WERE A PERSONNEL SHORTAGE IN YOUTH-SERVING PROFESSIONS AND AGENCIES AND A LACK OF INFORMATION EXCHANGE. EARLY INDICATIONS SHOW THAT THE CURRENT PROGRAM WARRANTS COMPLETION OF THE PROJECTS INITIATED. THE COMMUNITIES DISCUSSED INCLUDE--NEW YORK, N.Y., CLEVELAND, OHIO, NEW HAVEN, CONN., BOSTON, MASS., CHARLESTON, W. VA., HOUSTON, TEXAS, MINNEAPOLIS, MINN., PHILADELPHIA, PENN., WASHINGTON, D.C., CHICAGO, ILL., ST. LOUIS, MISSOURI, SYRACUSE, N.Y., PROVIDENCE, R.I., DETROIT, MICH., LOS ANGELES AREAS, CALIF., AND LANE COUNTY, OREGON. PROGRAMS INCLUDE--WORK-STUDY ARRANGEMENTS, EMPLOYMENT CENTERS, TARGET PROJECTS, NEIGHBORHOOD CENTERS, EXPERIMENTAL NURSERY SCHOOLS, AND SUMMER JOBS.
ERIC: ED001792

892 A COUNTERATTACK IN THE WAR BETWEEN THE STATES 1976
BUSINESS WEEK, NO.2437, JUNE 21, 1976, P. 71-74.
BONDS, BUSINESS ETHICS, CAPITAL INVESTMENTS, CITIES, COMPETITION, ECONOMICS, FISCAL POLICY, GOVERNMENT SPENDING, INDUSTRIAL DEVELOPMENT, LABOR MARKET, REVENUE, STATE GOVERNMENT, TAX EXEMPTION, UNEMPLOYMENT
COMPETITION FOR INDUSTRY AND JOBS IS SPIRALING BETWEEN REGIONS, STATES AND CITIES, AND SPECIAL INDUCEMENTS AND LOCATIONAL INCENTIVES ARE PLAYING A BIG PART IN ATTEMPTS TO LURE CORPORATE HEADQUARTERS. INDUSTRIAL REVENUE BONDS MIGHT BE THE SAFEST FORM OF INDUCEMENT, AS INDUSTRY ATTRACTED IN THIS WAY COULD HELP RESTORE ECONOMIC BASES.
MGMT: BWE76F2171

893 COUNTERGIRL 2-27.13; COUNTERMAN, LUNCHROOM OR COFFEE SHOP (HOTEL AND REST.) 2-27.13--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 60
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD SERVICE, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COUNTERGIRL, COUNTERMAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR

(CONT.)

893 COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC; ED062429

894 COURSES FOR OPERATIVES JUN 71
WEEDALL, ALBERT
INDUSTRIAL TRAINING INTERNATIONAL;6;6;168-9
ADULT EDUCATION, COUNSELING, COURSE CONTENT, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, LEARNING EXPERIENCE, ENGLAND
PRINCIPAL OF A COLLEGE OF FURTHER EDUCATION DESCRIBES THE ADVANTAGES OF COMPULSORY RELEASE FROM EMPLOYMENT FOR EDUCATION AND TRAINING OF THE UNSKILLED. (EDITOR/RB)
ERIC; EJ039180

895 COURT CLERK (GOV. SER.) 249.368 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 15P.
APTITUDE TESTS, CLERICAL OCCUPATIONS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COURT CLERK, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC; ED060069

896 CRAFTSMANSHIP THROUGH APPRENTICESHIP.
CALIFORNIA STATE HUMAN RELATIONS AGENCY, SACRAMENTO. DEPT. OF INDUSTRIAL RELATIONS.
NOTES; 23P.
APPRENTICESHIPS, SKILLED WORKERS, JOB TRAINING, MANPOWER DEVELOPMENT, INDUSTRIAL TRAINING, TRAINING ALLOWANCES, VETERANS EDUCATION, ADULT EDUCATION, LABOR LAWS, STANDARDS, GUIDELINES, EMPLOYMENT PROGRAMS
A BRIEF HISTORY AND ADVANTAGES OF THE APPRENTICESHIP SYSTEM ARE PRESENTED, ALONG WITH OPPORTUNITIES THAT ARE AVAILABLE IN THE SKILLED TRADES. THE ADVANTAGES OF APPRENTICESHIP PROGRAMS TO THE COMMUNITY, THE NATION, EMPLOYERS, JOURNEYMEN, CONSUMERS, AND THE APPRENTICE ARE DISCUSSED. THERE ARE FEDERAL AND STATE LAWS THAT COORDINATE APPRENTICESHIP PROGRAMS AND STANDARDS FOR THEIR ESTABLISHMENT HAVE BEEN DETERMINED. STEPS FOR PROSPECTIVE APPRENTICES TO TAKE INCLUDE SELECTING A TRADE, CONSULTING THE LOCAL DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT, AND FOLLOWING THE PROPER CHANNELS AS OUTLINED BY THEIR EMPLOYERS. (GEB)
AIM/ARM; VT013022

897 CREATING CAREER CLUSTER PROGRAMS A GUIDE FOR OREGON HIGH SCHOOLS. 75
OREGON STATE DEPT. OF EDUCATION, SALEM. CAREER AND VOCATIONAL EDUCATION SECTION.
NOTES; 54P.
ADMINISTRATOR GUIDES, CAREER EDUCATION, GRADE 11, GRADE 12, OCCUPATIONAL CLUSTERS, PROGRAM DEVELOPMENT, PROGRAM GUIDES, SECONDARY EDUCATION, WORK EXPERIENCE PROGRAMS
THE GUIDE WAS INTENDED TO PROVIDE THE INFORMATION NEEDED TO IMPLEMENT OR IMPROVE AN 11TH AND 12TH GRADE CAREER EDUCATION CLUSTER PROGRAM. THE AUTHORS SUGGEST THAT THE GUIDE WILL BE MOST USEFUL IN SCHOOLS WHERE A LONG-RANGE PLAN FOR CAREER EDUCATION HAS BEEN PREPARED AND ADOPTED BY THE LOCAL BOARD OF EDUCATION, AND WHERE IT HAS BEEN DECIDED TO ORGANIZE THE PROGRAM AROUND OCCUPATIONAL CLUSTERS. THE GUIDE IS DIVIDED INTO TWO PARTS AND COVERS THE PHASES AND ELEMENTS OF PROGRAM IMPLEMENTATION. PART 1, SIX PAGES IN LENGTH, OUTLINES STEPS FOR IMPLEMENTING EACH OF 11 PROGRAM ELEMENTS, SUCH AS ADVISORY COMMITTEES, PERSONNEL, AND FINANCE. PART 2 RECOUNTS THE STEPS RELATED TO ADVISORY COMMITTEES, PERSONNEL, CURRICULUM, WORK EXPERIENCE, FACILITIES AND EQUIPMENT, YOUTH ORGANIZATIONS, AND ARTICULATION FOR EACH OF THREE OCCUPATIONAL CLUSTERS. THE CLUSTERS ARE AGRICULTURE, ACCOUNTING, CLERICAL, CONSTRUCTION, DIVERSIFIED OCCUPATIONS, ELECTRICAL, FOOD SERVICE, FOREST PRODUCTS, HEALTH, INDUSTRIAL MECHANICS, MARKETING, METALS, AND STENO-SECRETARIAL. (AJ)
ERIC; ED120453

898 CREATIVE FACILITIES PLANNING FOR OCCUPATIONAL EDUCATION, AND SUPPLEMENT. 69
FINSTERBACH, FRED C.;MCNEICE, WILLIAM C.
NOTES: 259P.
CURRICULUM DEVELOPMENT, EDUCATIONAL SPECIFICATIONS, FEDERAL AID, LABORATORY EQUIPMENT, OCCUPATIONAL SURVEYS, PURCHASING, SCHOOL DESIGN, SCHOOL SHOPS, SHOP CURRICULUM, TECHNOLOGICAL ADVANCEMENT, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION
THIS COMPREHENSIVE MANUAL DEALS WITH THE PROBLEMS OF PLANNING VOCATIONAL FACILITIES. VOLUME I PROVIDES FLOOR LAYOUTS AND SPECIALIZED DESIGNS THAT INTERPRET EDUCATIONAL CONCEPTS, EQUIPMENT NEEDS, AND SERVICES INTO FUNCTIONAL UNITS FOR ARCHITECTURAL ADAPTATION. ADDITIONAL PLANNING GUIDELINES CLARIFY PURCHASING POLICIES AND PROCEDURES, EXPLAIN THE DEVELOPMENT OF EDUCATIONAL SPECIFICATIONS, AND RECOMMEND A FACILITY DESIGN THAT MEETS SPECIFICATIONS AND EXISTING STANDARDS. ALSO INCLUDED IN THIS VOLUME ARE SAMPLE SHOP AND LABORATORY LAYOUTS FOR 50 FIELDS, MODIFIABLE TO SUIT INDIVIDUAL REQUIREMENTS. THE SECOND VOLUME PRESENTS TEMPLATES OF SCALED EQUIPMENT SILHOUETTES FOR USE AS MODELS IN DESIGNING FACILITIES. (MLF)
ERIC: ED046123 EDUCARE ASSOCIATES, 572 SNYDER AVENUE, BERKELEY HEIGHTS, NEW JERSEY 07922. ($12.00 COMPLETE.)

899 CREDITMAN (RET. TR.; WHOLE TR.) 0-85.11--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CREDIT (FINANCE), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CREDITMEN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066482

900 CRIME, YOUTH, AND THE LABOR MARKET MAY/JUN 72
PHILLIPS, LLAD;AND OTHERS
JOURNAL OF POLITICAL ECONOMY;80:3 PT 1:491-504
LABOR MARKET, CRIME, YOUTH PROBLEMS, CAUCASIANS, NEGRO YOUTH, YOUTH EMPLOYMENT, EMPLOYMENT PATTERNS, ECONOMIC OPPORTUNITIES, UNEMPLOYMENT
CONCENTRATING ON EIGHTEEN-TO-NINETEEN-YEAR-OLD WHITE AND NONWHITE MALES, THIS STUDY UTILIZES A MODEL PERMITTING ALTERNATIVE PARTITIONING OF THE POPULATION, CLASSIFIED BY LABOR-MARKET STATUS, WHICH LINKS INDIVIDUAL SUBSETS TO PROPERTY CRIME. CONCLUDES THAT ECONOMIC OPPORTUNITY IS A KEY FACTOR IN GENERATING YOUTHFUL CRIME. (RJ)
ERIC: EJ051117

901 THE CRISIS IN RAILROAD COLLECTIVE BARGAINING A STUDY OF THE INSTITUTIONAL IMPEDIMENTS TO CHANGE IN THE INDUSTRIAL RELATIONS SYSTEM. JAN 72
FISHER, HOWARD W., JR.
PENNSYLVANIA UNIV., PHILADELPHIA. WHARTON SCHOOL OF FINANCE AND COMMERCE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 599P.; PH.D. DISSERTATION, UNIVERSITY OF PENNSYLVANIA
COLLECTIVE BARGAINING, COLLECTIVE NEGOTIATION, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PATTERNS, INDUSTRIAL RELATIONS, LABOR UNIONS, MANPOWER NEEDS, RAIL TRANSPORTATION, TECHNOLOGICAL ADVANCEMENT
THE RAPID TECHNOLOGICAL AND EMPLOYMENT CHANGES HAVE HAD A SERIOUS IMPACT ON THE RAILROAD INDUSTRIAL RELATIONS SYSTEM AND ITS MANPOWER. THE ORGANIZATION OF THE COLLECTIVE BARGAINING SYSTEM AND THE RAILWAY LABOR ACT HAVE SERIOUSLY IMPEDED RATHER THAN AIDED THE MEETING OF THE CHALLENGES OF THESE DEVELOPMENTS. THIS STUDY RECOMMENDS A RECASTING OF THE BARGAINING SYSTEM, UNION STRUCTURE, AND THE ACT ITSELF SO THAT COLLECTIVE BARGAINING MAY HAVE AN OPPORTUNITY TO ASSIST IN MEETING THESE CHALLENGES. THE EVENTS OF 1960-1971, AND ESPECIALLY THE SELECTIVE STRIKES, MAY BE A FIRST STEP IN THAT DIRECTION. (AUTHOR)
ERIC: ED091935 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-209 926, MF $1.45, HC PRICE NOT QUOTED)

902 CRITERIA OF EXCELLENCE THE SCHOOL LIBRARY MANPOWER PROJECT IDENTIFIES OUTSTANDING SCHOOL LIBRARY CENTERS. EDUCATIONAL TRENDS AND MEDIA PROGRAMS IN SCHOOL LIBRARIES 69 FEB
CASE, ROBERT N.
ALA BULL;63:2:247-249
EVALUATION CRITERIA, INSTRUCTIONAL MATERIALS CENTERS, INSTRUCTIONAL MEDIA, JOB ANALYSIS, LIBRARY STANDARDS, LIBRARY SURVEYS, SCHOOL LIBRARIES, SUCCESS FACTORS, SCHOOL LIBRARY MANPOWER PROJECT
EXPLAINS AND LISTS THE TWELVE CRITERIA TO BE USED IN THE JOB ANALYSIS SURVEY WHICH IS

(CONT.)
902 PART OF PHASE I OF THE KNAPP SCHOOL LIBRARY MANPOWER PROJECT. (JB)
ERIC: EJ011609

903 A CRITICAL ANALYSIS OF A NEW MODEL FOR OCCUPATIONAL THERAPY EDUCATION ITS APPLICABILITY FOR OTHER OCCUPATIONS AND SYSTEMS. 16 APR 74
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 77P.; REPORT OF A SYMPOSIUM (ORANGEBURG, NEW YORK, APRIL 16, 1974) CONDUCTED BY THE CONSORTIUM FOR OCCUPATIONAL THERAPY EDUCATION
CONSORTIA, COOPERATIVE PROGRAMS, CURRICULUM DEVELOPMENT, EDUCATIONAL INNOVATION, EMPLOYMENT POTENTIAL, EXPERIMENTAL PROGRAMS, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, MANPOWER DEVELOPMENT, OCCUPATIONAL THERAPY, POST SECONDARY EDUCATION, RELEVANCE (EDUCATION), SPEECHES, STATE OF THE ART REVIEWS, SYMPOSIA, WORK STUDY PROGRAMS
THE SYMPOSIUM REPORT FOCUSES ON AN UPGRADING PROGRAM (DESIGNED BY THE CONSORTIUM FOR OCCUPATIONAL THERAPY EDUCATION) TO DEVELOP ALTERNATE ROUTES TO CREDENTIALLED EDUCATION AND TRAINING, RESULTING IN OPENING UP OCCUPATIONAL THERAPY CAREER OPPORTUNITIES TO YOUNG PEOPLE. THE CONSORTIUM WAS COMPOSED OF FOUR NEW YORK STATE HOSPITALS, TWO ACADEMIC INSTITUTIONS, THE NEW YORK STATE DEPARTMENTS OF HEALTH AND MENTAL HYGIENE, THE AMERICAN OCCUPATIONAL THERAPY ASSOCIATION, AND THE NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH. THE DOCUMENT PROVIDES A TRANSCRIPT OF SYMPOSIUM SPEECHES, PANEL DISCUSSIONS, AND QUESTION AND ANSWER SESSIONS. THE FIRST SESSION DEALT WITH TWO QUESTIONS (1) HOW CAN WE DIVISE GREATER FLEXIBILITY AND SECURE FASTER DECISION MAKING IN THE COLLEGES IN AREAS SUCH AS SCHEDULING, COURSE DEVELOPMENT, AND STRUCTURING COURSES THAT ARE MORE JOB RELEVANT (2) HOW DO YOU INTEGRATE IN A WORK STUDY MODEL, CLASSROOM EDUCATION, SUPERVISED FIELD WORK, AND EMPLOYMENT THE STATE OF THE ART OF HEALTH MANPOWER PLANNING WAS CONSIDERED IN THE LUNCHEON SESSION, AND THE CONCLUDING SESSION DEALT WITH ISSUES IN EMPLOYMENT. (MW)
ERIC: ED105138

904 A CRITICAL APPRAISAL OF RETRAINING AND RELOCATION OF UNEMPLOYED WORKERS IN DISTRESSED AREAS. 31JAN67
SOMERS, GERALD G.
WISCONSIN UNIV., MADISON.
NOTES: 16P.
BIBLIOGRAPHIES, DEPRESSED AREAS (GEOGRAPHIC), DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, EVALUATION, FEDERAL LEGISLATION, GEOGRAPHIC REGIONS, LABOR FORCE, MANPOWER DEVELOPMENT, MOBILITY, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PUBLIC POLICY, REGIONAL PROGRAMS, RELOCATION, RESEARCH, SKILL DEVELOPMENT, UNEMPLOYED, VOCATIONAL RETRAINING, AREA REDEVELOPMENT ACT, FORD FOUNDATION, WEST VIRGINIA
THIS FORD FOUNDATION SPONSORED RESEARCH PROJECT CONCENTRATED ON EVALUATING AND REPORTING ON PROGRAMS ESTABLISHED UNDER THE AREA REDEVELOPMENT ACT OF 1961 TO RETRAIN AND RELOCATE UNEMPLOYED WORKERS IN FOUR DEPRESSED AREAS OF WEST VIRGINIA. RESEARCHERS, SCHOLARS, AND RESOURCE PERSONS WERE INVOLVED IN CONDUCTING THE WEST VIRGINIA PHASE OF THE PROJECT AND IN FURTHERING ITS BROADER OBJECTIVES. ABOUT 80 REPORTS AND PUBLICATIONS HAVE RESULTED, WITH SEVERAL MORE PUBLICATIONS PENDING, ON RESEARCH STUDIES AND PUBLIC POLICY IN SUCH AREAS AS WORKER MOBILITY, SKILL DEVELOPMENT, BENEFIT COST ANALYSIS, AND CHARACTERISTICS OF THE LABOR FORCE. THIS UNDERTAKING, TOGETHER WITH CLOSELY RELATED RESEARCH ON THE EFFECTS OF NEW PLANTS AND PUBLIC WORKS RELOCATION PROJECTS, AND EXPERIMENTAL RETRAINING PROGRAMS FOR OLDER WORKERS, IS BEING CONTINUED IN THE CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION, ESTABLISHED BY A FIVE-YEAR GRANT TO THE UNIVERSITY OF WISCONSIN BY THE FORD FOUNDATION. (THIS DOCUMENT WAS THE FINAL REPORT TO THE FORD FOUNDATION FOR THE PERIOD FEBRUARY 1, 1962 - JANUARY 31, 1967.) (LY)
ERIC: ED014034

905 A CRITICAL EVALUATION OF VETERANS PREFERENCE WITHIN THE U. S. GOVERNMENT 20 DEC 72
ZALC, JERRY
CENTRAL MICHIGAN UNIV MOUNT PLEASANT INST FOR PERSONAL AND CAREER DEVELOPMENT
NOTES: FINAL REPT. 17P
EMPLOYMENT, UNITED STATES GOVERNMENT, MILITARY PERSONNEL, EMPLOYMENT, VETERANS OCCUPATION PREFERENCE, GOVERNMENT POLICIES, EVALUATION, CIVIL SERVICE REGULATIONS
THE STUDY TRACES THE HISTORY AND EVALUATED THE POLICY OF VETERANS PREFERENCE IN THE US GOVERNMENT, AND ATTEMPTED TO SEE WHY IT IS WHAT IT IS TODAY. IT LOOKED AT CURRENT VETERANS LEGISLATION, ESPECIALLY THE VETERANS PREFERENCE ACT OF 1944, AND MEASURED IT AGAINST MERIT AS DEFINED IN CIVIL SERVICE REGULATIONS. IT DREW GREATLY FROM PAST REPORTS PERFORMED BY PRESIDENTIAL COMMISSIONS IN THIS AREA. (AUTHOR)
NTIS: AD-754 544 NTIS PRICES PC$3.00/MF$0.95

906 CRITICAL HEALTH MANPOWER SHORTAGE AREAS THEIR IMPACT ON RURAL HEALTH PLANNING MAR 77
FITZWILLIAMS, JEANNETTE
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: AGRICULTURAL ECONOMIC REPT. (FINAL FOR 1975) 64P
HEALTH MANPOWER, MEDICAL PERSONNEL, SHORTAGES, RURAL HEALTH SERVICES, COMPREHENSIVE HEALTH PLANNING, NTISAGERS
THE REPORT DESCRIBES THE 673 MEDICAL CRITICAL HEALTH MANPOWER SHORTAGE AREAS (CHMSAS) LISTED BY THE FEDERAL REGISTER FOR FEBRUARY 25, 1975, IN TERMS OF THE COMPREHENSIVE HEALTH PLANNING (CHP) AREAS WHERE THEY ARE LOCATED. IT DESCRIBES HOW THE RURAL HEALTH INITIATIVE PROGRAM IS DESIGNED TO COPE WITH THE SHORTAGE PROBLEM AND HOW THIS PROGRAM IS RELATED TO THE WORK OF THE HEALTH SERVICE AGENCIES (HSAS) THAT ARE SUCCEEDING THE CHP COUNCILS UNDER THE NEW HEALTH PLANNING LAW. A METHOD FOR RELATING CHPS AND HSAS IN

(CONT.)
906 SPECIFIC AREAS IS INDICATED. (COLOR ILLUSTRATIONS REPRODUCED IN BLACK AND WHITE.)
NTIS: PB-278 878/2ST NTIS PRICES PC A04/MF A01

907 CRITICAL ISSUES FACING PERSONNEL ADMINISTRATORS TODAY 1974
HUNT, T.
PUBLIC PERSONNEL MANAGEMENT, VOL.3, NO.6, NOV-DEC 1974, P. 464-472.
CORPORATE SOCIAL RESPONSIBILITY, DECISION MAKING, DISCRIMINATION, EMPLOYEE RELATIONS, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HEALTH CARE INDUSTRY, HIRING, INDUSTRIAL PSYCHOLOGY, JOB ANALYSIS, JOB PERFORMANCE, MANAGEMENT, MORALE, PERSONNEL MANAGEMENT, UNIONS, UNIVERSITIES
AFTER A DIGRESSION AS TO HOW THE PSYCHOLOGICAL AND MEDICAL PROFESSION RELATE TO PERSONNEL ADMINISTRATION, OUTLINES SIX MAJOR CHALLENGES TO THE PERSONNEL ADMINISTRATOR.
MGMT: PPM7430464

908 CRITICAL ISSUES IN EMPLOYMENT POLICY: A REPORT OF THE PRINCETON MANPOWER SYMPOSIUM (MAY 12-13, 1966). RESEARCH REPORT SERIES NO. 109. SYMPOSIUM (MAY 12-13, 1966). RESEARCH REPORT SERIES NO. 109. 1 JUL 66
HARRISON, FREDERICK H., ED.:MOONEY, JOSEPH D., ED.
PRINCETON UNIV., N.J. INDUSTRIAL RELATIONS SECTION.
NOTES: 169P.
CONFERENCES, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, LABOR ECONOMICS, LABOR MARKET, MANPOWER UTILIZATION, SPEECHES, YOUTH EMPLOYMENT
OVER 100 REPRESENTATIVES OF BUSINESS, LABOR, GOVERNMENT AGENCIES, AND EDUCATIONAL AND RESEARCH INSTITUTIONS ATTENDED THE SECOND MANPOWER SYMPOSIUM FROM WHICH THESE PAPERS AND DISCUSSION SUMMARIES WERE COMPILED TO ENCOURAGE EFFORTS BY THOSE EVOLVING MANPOWER POLICY TO SHAPE A COMPREHENSIVE NATIONAL STRATEGY FOR THE EFFECTIVE DEVELOPMENT AND FULL UTILIZATION OF THE NATIONS HUMAN RESOURCES. THE PAPERS (1) THEORY AND MEASUREMENT OF LABOR SHORTAGES, BY A. M. ROSS, ANALYZED THE PROBLEM OF EMERGING MANPOWER SHORTAGES, (2) MANPOWER POLICY, POVERTY, AND THE STATE OF THE ECONOMY, BY J. A. KERSHAW, EXPLAINED THE PROBLEM OF PERSISTENT MANPOWER SURPLUSES, (3) THE WAGE-PRICE ISSUE AND THE GUIDEPOST, BY R. M. SOLOW, DEALT WITH THE ROLE AND PURPOSE OF THE PRESIDENTS WAGE-PRICE GUIDEPOST, (4) JOBS FOR THE HARD-TO-EMPLOY IN PRIVATE ENTERPRISE, BY F. H. CASSELL, FOCUSED ON THE MYRIAD OF PERSONNEL PROBLEMS ARISING WHEN A FIRM HIRES THE DISADVANTAGED, (5) TEENAGE LABOR PROBLEMS AND THE NEIGHBORHOOD YOUTH CORPS, BY J. D. MOONEY, VIEWED PARTICULARLY THE DISADVANTAGED TEENAGER, AND RECOMMENDED THAT THE CONTENT OF PROGRAMS SUCH AS THE NEIGHBORHOOD YOUTH CORPS BE MADE A FUNCTION OF THE UNEMPLOYMENT RATE IN THE LOCAL AREA, AND (6) COORDINATION AMONG FEDERAL PROGRAMS, BY R. T. ROBSON AND G. L. MANGUM, DEALT WITH THE CURRENT STATE OF COORDINATION AMONG MANPOWER PROGRAMS AND ITS INFLUENCE ON PROGRAM EFFECTIVENESS AND COSTS. (SL)
ERIC: ED021962

909 A CRITICAL LOOK AT CAREER GUIDANCE APR 72
GINZBERG, ELI
AMERICAN VOCATIONAL JOURNAL;47;4;51-54
COUNSELORS, GUIDANCE FUNCTIONS, GUIDANCE SERVICES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, CAREER AWARENESS, CAREER EXPLORATION
REPORTS ON A STUDY MADE BY THE CONSERVATION OF HUMAN RESOURCES PROJECT WHICH SOUGHT TO LEARN HOW GUIDANCE FUNCTIONS, HOW WELL IT MEETS SOCIETYS NEEDS, AND WHAT CHANGES NEED TO BE MADE TO IMPROVE PRESENT PROGRAMS. (SB)
ERIC: EJ055590

910 CRITICS CALL TREASURY SOFT ON EEO 1977
BANKING, VOL.69, NO.5, MAY 1977, P. 22,164.
BANKS AND BANKING, EEO, EMPLOYEE COMPENSATION, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, PROMOTION, UNIONS, WOMEN
THE TREASURY DEPARTMENT HAS COME UNDER CONGRESSIONAL CRITICISM FOR ITS LAX SUPERVISION OF THE APPLICATION OF EQUAL EMPLOYMENT OPPORTUNITY GUIDELINES TO BANKS. THOUGH WOMEN CONSTITUTE A LARGE PROPORTION OF BANK EMPLOYEES, THEIR COMPENSATION STANDARD IS LOW AND THEIR PROMOTIONAL OPPORTUNITIES LIMITED.
MGMT: 9AK77E0022-2

911 CRITIQUE OF THE HEALTH MANPOWER PLANNING LITERATURE 1972
GOLOFARB, MARSHA GEIER
YALE UNIV., NEW HAVEN, CONN. DEPT. OF ECONOMICS. PUBLIC HEALTH SERVICE, ROCKVILLE, MD.
GRANT NO. PHS-RH-00008
NOTES: 64P
HEALTH RESOURCES, HEALTH PLANNING, HEALTH MANPOWER EDUCATION, HRP/FAK, HRP/ZA, HRP/PA, HRP/MCAA, HRP/LM8, HRP/L99, HRP/LFK, HRP/TBC, HRP/MCAC, HRP/FD, HRP/AM, HRP/AGB, HRPGEO/YCT, HRPGEO/YCN, HRPOCC/X, INFORMATION SYSTEMS, OBJECTIVES, CURRICULA, RECOMMENDATIONS, NEW HAVEN(CONNECTICUT), NTISHRANHP
THE DEVELOPMENT OF A MANPOWER INFORMATION FORECASTING AND DEVELOPMENT (MIFD) SYSTEM IS DESCRIBED. IT IS ENVISIONED THAT, WHEN FULLY OPERATIONAL, THE MIFD SYSTEM WILL BE COMPUTERIZED AND CAPABLE OF EXAMINING AND FORECASTING THE DETERMINANTS OF HEALTH MANPOWER TRAINING FOR A REGION. FOUR MAJOR OBJECTIVES OF THE MIFD SYSTEM ARE IDENTIFIED (1) TO CATOLOG HEALTH TRAINING AND EDUCATION EFFORTS, INCLUDING CONTINUING EDUCATION, GRADUATE MEDICAL EDUCATION, BASIC MEDICAL EDUCATION, ALLIED HEALTH, AND NURSING; (2) TO ANALYZE THE CURRICULUMS OF HEALTH MANPOWER TRAINING AND EDUCATION PROGRAMS; (3) TO EVALUATE HEALTH MANPOWER SUPPLY CONSTRAINTS SUCH AS CLINICAL FACILITIES, FACULTY

(CONT.)

911 RESOURCES, PATIENTS, RECRUITMENT POLICIES, CAREER LADDERS, MIGRATION PATTERNS, AND LICENSURE; AND (4) TO MATCH HEALTH MANPOWER RESOURCES WITH DEMANDS AND NEEDS FOR HEALTH CARE SERVICES. A CRITIQUE OF HEALTH MANPOWER PLANNING LITERATURE WAS PERFORMED IN THE DEVELOPMENT OF THE MIFO SYSTEM. THE CRITIQUE IS CONCERNED WITH NONSTOCHASTIC MANPOWER PLANNING MODELS AND ECONOMETRIC MODELS. THE APPLICABILITY OF THE MODELS TO THE NEW HAVEN REGION IN CONNECTICUT IS ASSESSED. IT IS CONCLUDED THAT FIXED COEFFICIENT MANPOWER PLANNING MODELS AND MULTIVARIATE REGRESSION MODELS ARE INADEQUATE FOR THE DEVELOPMENT OF A MANPOWER PLANNING MODEL IN THE NEW HAVEN REGION. THE RECOMMENDATION IS MADE THAT ADDITIONAL STUDY BE CONDUCTED IN THE AREAS OF DEMAND FUNCTIONS FOR MEDICAL SERVICES, PRODUCTION FUNCTIONS FOR PHYSICIANS AND HOSPITALS, AND MEDICAL PERSONNEL FOLLOWUP. A BIBLIOGRAPHY IS PROVIDED.
NTIS: HRP-0011563/4ST NTIS PRICES PC A04/MF A01

912 A CRITIQUE OF THE HUMPHREY-HAWKINS BILL 1977
SAULNIER, R.J.
BUSINESS HORIZONS, VOL.20, NO.1, FEB 1977, P. 20-24.
ECONOMIC PLANNING, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, GOVERNMENT SPENDING, INFLATION, LEGISLATION, UNEMPLOYMENT
THE SHORTCOMINGS OF THE HUMPHREY-HAWKINS BILL ARE EXAMINED. THE BILL WILL BE A SERIOUS DETERRENT TO THE CREATION OF PRIVATE, SELF-SUPPORTING JOBS. THE COSTS OF IMPLEMENTING THE BILL ARE PROHIBITIVE. THE BILL WILL CAUSE MORE GOVERNMENTAL CONTROLS AND INTERVENTION WHICH WILL BE COUNTER-PRODUCTIVE.
MGMT: 3H07780020

913 A CROSS-NATIONAL APPRAISAL OF PRERETIREMENT EDUCATION. 65
HUNTER, WOODROW W.
MICHIGAN UNIV., ANN ARBOR. DIV. OF GERONTOLOGY.; MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.
NOTES: 104P.
ADULT EDUCATION PROGRAMS, ATTITUDES, COMPARATIVE EDUCATION, COURSE CONTENT, INDIVIDUAL CHARACTERISTICS, MOTIVATION, PROGRAM ADMINISTRATION, RESEARCH, RETIREMENT, SKILLED WORKERS, STATISTICAL DATA, TEACHING METHODS, GREAT BRITAIN, UNITED STATES
A COMPARISON WAS MADE OF ATTITUDES TOWARD RETIREMENT AND READINESS FOR IT AMONG HOURLY-RATED OLDER AUTOMOBILE WORKERS IN THE UNITED STATES AND THOSE IN GREAT BRITAIN. TABLES SHOW BOTH SIMILARITIES AND DIFFERENCES IN THEIR GENERAL CHARACTERISTICS, PERMITTING TENTATIVE COMPARISONS. AMERICANS VIEWED RETIREMENT MORE POSITIVELY, FOUND THEIR JOBS MORE DIFFICULT OR UNPLEASANT, EXPECTED BETTER RETIREMENT INCOME, HAD MORE ENCOURAGEMENT FROM EMPLOYERS AND UNIONS TO RETIRE EARLY, AND WERE MORE LIKELY TO RECEIVE PRERETIREMENT EDUCATION. (THE QUESTION REMAINS WHETHER SUCH EDUCATION PRODUCES A POSITIVE ATTITUDE OR THE REVERSE.) PROGRAMS IN THE TWO COUNTRIES WERE COMPARED USING A RECENT UNITED STATES SURVEY AND BY MEANS OF VISITS AND QUESTIONNAIRES IN GREAT BRITAIN. IT WAS CONCLUDED THAT AMERICAN PROGRAMS WOULD BENEFIT FROM BROADER PUBLIC SUPPORT TO PROVIDE A VARIETY OF PARTICIPANTS AND COMMUNITY GROUPS, THAT ENROLLMENTS IN BOTH COUNTRIES ARE SMALL AND TEND TO COME SHORTLY BEFORE RETIREMENT, AND THAT MORE EXPERIMENTATION WITH COURSE CONTENT AND METHODOLOGY IS NEEDED. (LY)
ERIC: ED022979

914 CROSS-SUBSTITUTION BETWEEN HUSBAND AND WIFE AS ONE OF THE FACTORS DETERMINING THE NUMBER OF HOURS OF LABOR SUPPLIED BY MARRIED WOMEN JUN 72
KIM, SOOKON
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCES RESEARCH.
CONTRACT NO. DL-81-37-70-19
NOTES: SPECIAL REPT. 1966-1967 29P
MANPOWER, FEMALES, MARRIED WOMEN
THE PAPER INVESTIGATES THE DETERMINANTS OF VARIATIONS IN NUMBER OF HOURS OF LABOR SUPPLIED BY MARRIED WOMEN DURING THE SURVEY WEEK. THE SUPPLY OF LABOR IS FOUND TO BE POSITIVELY RELATED TO A WOMANS HOURLY WAGE RATE, HER HEALTH, PERMISSIVE ATTITUDE TOWARD PROPRIETY OF WOMAN WORKING ON THE PART OF HERSELF AND HER HUSBAND, AND TO THE DEMAND FOR FEMALE LABOR IN THE LOCAL LABOR MARKET WHERE THE RESPONDENT RESIDED. ON THE OTHER HAND, THE SUPPLY OF LABOR IS NEGATIVELY RELATED TO THE AMOUNT OF INCOME AVAILABLE TO THE FAMILY WITHOUT HER OWN WORKING, HER HOME WAGE (A MEASURE OF CHILD CARE BURDEN), AND TO THE HUSBANDS ANNUAL EARNING CAPACITY RELATIVE TO THE WIFES (CROSS-SUBSTITUTION EFFECT). (AUTHOR)
NTIS: PB-211 648 NTIS PRICES PC$3.00/MF$0.95

915 CROSS-VALIDATION OF THE GENERAL APTITUDE TEST BATTERY AND DEVELOPMENT OF A WEIGHTED APPLICATION BLANK FOR COMPUTER TECHNOLOGY TRAINEE 828.XX. JAN 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 34P.
APTITUDE TESTS, COMPUTER SCIENCE, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRAINEES, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD

(CONT.)
915 SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068546

916 CROSSTIDES IN MAINSTREAM JUL 72
MANPOWER;4;7;29-32
EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, UNEMPLOYED, OPERATION MAINSTREAM
DESPITE UNCERTAINTY OVER PROGRAM GOALS, MAINSTREAM IS PROVIDING USEFUL, SATISFYING JOBS FOR ENROLLEES. (SH)
ERIC: EJ060247

917 CRUCIAL ISSUES PERTAINING TO THE ESTABLISHMENT OF COMMUNITY-EDUCATION WORK COUNCILS. NOV 76
WALSH, JOHN
NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. 400-76-0118
NOTES: 78P.
ADMINISTRATIVE ORGANIZATION, ADVISORY COMMITTEES, AGENCY ROLE, CITIZENS COUNCILS, COMMUNITY ORGANIZATIONS, COMMUNITY RESPONSIBILITY, EDUCATIONAL OPPORTUNITIES, FINANCIAL SUPPORT, GOVERNMENT ROLE, LABOR PROBLEMS, LABOR UNIONS, PILOT PROJECTS, SCHOOL COMMUNITY COOPERATION, SCHOOL COMMUNITY RELATIONSHIP, SCHOOL INDUSTRY RELATIONSHIP, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT
THIS PAPER IS ONE OF A SERIES RELATED TO VARIOUS ASPECTS OF A PILOT PROJECT TO ESTABLISH COMMUNITY-EDUCATION WORK COUNCILS COMPOSED OF EDUCATORS, EMPLOYERS, LOCAL UNION REPRESENTATIVES, AND REPRESENTATIVES OF COMMUNITY ORGANIZATIONS OR OF THE GENERAL PUBLIC. FOLLOWING A HISTORICAL OVERVIEW OF THE RELATIONSHIP BETWEEN INDUSTRY AND EDUCATION AND BETWEEN LABOR AND EDUCATION, THE PAPER IS ORGANIZED INTO THREE SECTIONS. SECTION I DISCUSSES SOME OF THE MAJOR IDEAS AND ASSUMPTIONS UNDERLYING THE PROPOSED ESTABLISHMENT OF COMMUNITY WORK-EDUCATION COUNCILS AND IDENTIFIES SEVEN CRUCIAL ISSUES THAT RELATE TO THE YOUTH UNEMPLOYMENT RATE, ADULT EDUCATION OPPORTUNITIES, COLLABORATION VS. COOPERATION, DEFINITION OF COMMUNITY, COUNCIL FUNDING, COMMUNITY INTEREST, AND RESPONSIBILITY FOR ESTABLISHING COUNCILS. SECTION II CONTAINS A REVIEW OF EXISTING MECHANISMS SIMILAR TO THE PROPOSED COUNCILS. SECTION III PLACES THE SEVEN ISSUES INTO FOUR MAIN CATEGORIES AND DISCUSSES EACH COMMUNITY INTEREST, THE QUESTION OF ISOLATION, THE QUESTION OF POOR PREPARATION, AND THE FEDERAL ROLE. (LMS)
ERIC: ED141591

918 CRUNCH IN THE CARIBBEAN-WHAT HOPE FOR THESE CHILDREN 1977
COOK, J.
FORBES, VOL.119, NO.9, MAY 1, 1977, P. 32-40.
AGRICULTURE, BANKRUPTCY, CAPITALISM, ECONOMIC DEVELOPMENT, ECONOMIC TRENDS, ECONOMICS, GNP, JAMAICA, LESS DEVELOPED COUNTRY, OIL INDUSTRY, OPEC, UNEMPLOYMENT
THE CARIBBEAN COUNTRIES ARE IN SERIOUS ECONOMIC PLIGHT WITH FINANCIAL PROBLEMS CAUSED BY THE OIL CRISIS, OVERPOPULATION, UNEMPLOYMENT, AND THE U.S. AS A NEIGHBOR, WILL BE FEELING THE BACKLASH WITH REFUGEES, EMIGRES AND ABUSE AS U.S. CAPITALISM BECOMES THEIR SCAPEGOAT.
MGMT: F8R77E0132

919 THE CRUNCH ON CITY AND STATE BUDGETS 1975
BUSINESS WEEK, NO.2371, MARCH 10, 1975, P. 78-79.
BUDGET BALANCING, CITIES, DEFICIT, ECONOMIC RECOVERY, ECONOMICS, FINANCE, INCOME TAX, INFLATION, LOCAL GOVERNMENT, PUBLIC ADMINISTRATION, PUBLIC FINANCE, RECESSION, STATE GOVERNMENT, TAX, UNEMPLOYMENT
BECAUSE OF THE RECESSION-INFLATION SQUEEZE STATE AND MUNICIPAL GOVERNMENTS MAY FIND IT NECESSARY TO INCREASE TAXES, LAYOFF EMPLOYEES, AND DECREASE SERVICES. THIS IS ESPECIALLY UNPOPULAR BECAUSE OF THE FEDERAL GOVERNMENTS TAX CUT.
MGMT: BWE75C1079

920 CRUSHER INSPECTOR (IRON AND STEEL) 631.381: MILL-END INSPECTOR (IRON AND STEEL) 619.381: MILL INSPECTOR (IRON AND STEEL) 619.381: PIPE AND COUPLING SIZER (IRON AND STEEL) 619.381: PIPE WALKER (IRON AND STEEL) 619.381: THREAD INSPECTOR (IRON AND STEEL) 619.687 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, STEEL INDUSTRY, TEST RELIABILITY, TEST VALIDITY, CRUSHER INSPECTOR, GATB, GENERAL APTITUDE TEST BATTERY, MILL END INSPECTOR, MILL INSPECTOR, PIPE AND COUPLING SIZER, PIPE WORKER, THREAD INSPECTOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

(CONT.)
920 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061302

921 THE CURRENT POPULATION SURVEY AND UNEMPLOYMENT INSURANCE RESEARCH DEC 75
CLASSEN, KATHLEEN P.
PUBLIC RESEARCH INST., ARLINGTON, VA. CENTER FOR NAVAL ANALYSES, ARLINGTON, D.C. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. OL-8-9-M-5-2629
NOTES: FINAL REPT. JUN-DEC 75 26P
UNEMPLOYMENT, ECONOMIC SURVEYS, FAMILY RELATIONS, UNEMPLOYMENT INSURANCE, LABOR FORCE PARTICIPATION, CURRENT POPULATION SURVEY, NTISLABASP
THIS PAPER SEEKS TO DISCUSS THE USEFULNESS OF THE CURRENT POPULATION SURVEY (CPS) IN INVESTIGATING THE IMPACT OF UNEMPLOYMENT AND UNEMPLOYMENT INSURANCE (UI) ON THE FAMILY UNIT. THE CPS PROVIDES VALUABLE INFORMATION ABOUT THE INCOME AND LABOR FORCE PARTICIPATION OF FAMILIES. THE ANNUAL CPS, COLLECTED IN MARCH, ALSO CONTAINS INFORMATION ABOUT UI. IT WAS FOUND THAT THE CPS IS NOT CURRENTLY SUITABLE FOR UI RESEARCH. IT COULD BE IMPROVED, BUT SINCE THERE SEEM TO BE ACCURACY PROBLEMS WITH RESPECT TO UI IN SURVEYS, AND SINCE ACCURATE UI RESPONSES ARE CRUCIAL IN ANY TYPE OF UI RESEARCH, OTHER OPTIONS SHOULD BE PURSUED. APPENDING FAMILY INFORMATION TO THE ACCURATE RECORDS MAINTAINED BY THE STATE SYSTEMS APPEARS TO BE A VIABLE ALTERNATIVE.
NTIS: PB-263 076/2ST NTIS PRICES PC A03/MF A01

922 CURRICULA, CRITERIA CONSTRUCTION AND TRAINING QUALITY CONTROL 70 JAN
SHERRILL, JAMES L.
AUDIOVISUAL INSTR:15:1:42-5, 84-9
CURRICULUM DEVELOPMENT, EDUCATIONAL PROGRAMS, EVALUATION CRITERIA, INSTRUCTIONAL DESIGN, JOB SKILLS, SYSTEMS APPROACH, TASK ANALYSIS, TRAINING, TRAINING TECHNIQUES, UNITED STATES ARMY
DESCRIBED ARE THE PROCEDURES BEING EMPLOYED BY THE ARMY IN ITS ATTEMPT TO EMPLOY SYSTEMS CONCEPTS IN ALL OF ITS TRAINING PROGRAMS. (LS)
ERIC: EJ016632

923 CURRICULUM RELEVANCY AND WORK. 20 MAR 67
KREUTER, MORTIMER ;BARNETT, LAWRENCE J.
NOTES: 20P.
CURRICULUM DEVELOPMENT, DROPOUT PREVENTION, EDUCATIONAL INNOVATION, EDUCATIONAL PROGRAMS, GENERAL EDUCATION, INDUSTRIAL ARTS, LOW MOTIVATION, PROGRAM DEVELOPMENT, SCHOOL COMMUNITY COOPERATION, SCHOOL INDUSTRY RELATIONSHIP, SIMULATED ENVIRONMENT, STUDENT MOTIVATION, STUDENT SCHOOL RELATIONSHIP, URBAN EDUCATION, VOCATIONAL EDUCATION
THE DEMANDS OF WORK AND EDUCATION UPON EACH OTHER, THE VALUE OR LACK OF VALUE OF COURSES FOR LEARNERS, AND THE UNDERMOTIVATED LEARNER WHO DOES NOT FIND SIGNIFICANCE IN CURRENT SCHOOL OFFERINGS ARE PROBLEMS FACING PUBLIC EDUCATION. SOME PREVIOUS PLANS TO OVERCOME THESE PROBLEMS HAVE USED (1) THE COMPREHENSIVE HIGH SCHOOL, (2) INDUSTRY-SCHOOL INTERRELATIONS, AND (3) SCHOOL ADAPTION MECHANISMS SUCH AS FIELD TRIPS TO ACTUAL SITUATIONS, REALIA FROM INDUSTRY, CORE CURRICULUMS, AND GUIDANCE. A MERGED SCHOOL AND INDUSTRY DESIGN ESPECIALLY FOR UNDERMOTIVATED YOUTH IS A SUGGESTED SOLUTION. A TRANSFER FROM THE SCHOOL TO THE PLANT LOCALE WOULD CONSTITUTE FULL-TIME EXPERIENCE FOR AN EXTENDED PERIOD, AND TRAINED TEACHERS OF ACADEMIC AND OCCUPATIONAL SUBJECTS WOULD BE PERMANENTLY ASSIGNED TO WORK SITES. THE PLANT OR WORK LOCALE WOULD BECOME THE SCHOOL. TYPICAL SETTINGS WOULD BE INDUSTRIAL PLANTS, SERVICE CENTERS, HOSPITALS, HUMAN WELFARE AGENCIES, BUSINESSES, BANKS, OR DEPARTMENT STORES. IT WOULD BE ESSENTIAL THAT EACH WORK LOCALE BE LARGE SO THAT A WIDE VARIETY OF SKILLS AND LEARNING MIGHT TO FOUND, STUDIED, AND PRACTICED. STEPS IN DEVELOPING SUCH A PROGRAM WOULD BE (1) ANALYZING THE LOCALE AND ITS POTENTIAL FOR GENERATING A CURRICULUM, (2) SURVEYING SPACE, MATERIALS, AND EQUIPMENT USEFUL IN TEACHING, (3) EXAMINING LOGISTICS, LEGAL RESPONSIBILITIES, AND UNION AND MANAGEMENT PROBLEMS, (4) USING AN INDUSTRIAL ARTS EDUCATOR, PHYSICS, LANGUAGE ARTS, AND SOCIAL STUDIES TEACHERS, AND A GUIDANCE SPECIALIST TO WORK WITH PLANT PERSONNEL TO DEVELOP A CURRICULUM, (5) TRAINING TEACHERS, PLANT PERSONNEL, PUPILS, AND PARENTS, AND (6) MAKING THE PLAN OPERATIONAL. ASSUMPTIONS UNDERLYING THE PROPOSAL AND THE MAJOR ISSUES TO BE ANALYZED IN IMPLEMENTING A SYSTEMS APPROACH ARE INCLUDED. (EM)
AIM/ARM: VT002266

924 CUSHIONING THE REDUNDANCY BLOW 1976
ARBOSE, J.
INTERNATIONAL MANAGEMENT, VOL.31, NO.7, JULY 1976, P. 45-48.
BEVERAGE INDUSTRY, COST, EMPLOYEE BENEFITS, EMPLOYEE RELATIONS, INDUSTRIAL RELATIONS, IRELAND, LABOR MANAGEMENT, LABOR RELATIONS, LABOR UNIONS, MANAGEMENT, MANAGEMENT POLICY, PARTICIPATIVE MANAGEMENT, RETIREMENT, SALES, STRIKE, TECHNOLOGICAL CHANGE

(CONT.)
924 THE LABOR-MANAGEMENT RELATIONS AT ARTHUR GUINNESS SON AND CO. OF IRELAND AND THE CHANGES IN RELATIONS ARE REVIEWED. THE COMPANY IS NOW FIRMLY COMMITTED TO MUCH GREATER PARTICIPATION AT ALL LEVELS. JOB REDUCTION TARGETS SET BY MANAGEMENT AND WAYS TO ACHIEVE THESE TARGETS ARE DESCRIBED.
MGMT: IMG76GB045

925 CUSTODIAN, SCHOOL (ANY IND.) 381.887--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 63
MANPOWER ADMINISTRATION (DOL). WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SCHOOL MAINTENANCE, TEST RELIABILITY, TEST VALIDITY, CUSTODIANS (SCHOOL), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065621

926 CUSTOMER-ENGINEERING SPECIALIST (OFFICE MACH.) 828.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. AUG 71
MANPOWER ADMINISTRATION (DOL). WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, ENGINEERING TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE MACHINES, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CUSTOMER ENGINEERING SPECIALIST, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCOUDED. (PAGES 12 AND 13, PERFORMANCE EVALUATION CHART, WILL REPRODUCE POORLY BECAUSE OF MARGINAL LEGIBILITY.) (AG)
ERIC: ED069648

927 CUTTING-AND-CREASING PRESSMAN (PAPER GOODS) 649.782--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL). WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CUTTING AND CREASING PRESSMAN, GATB, GENERAL APTITUDE TEST BATTERY, PRESSMAN (PAPER GOODS)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066462

928 CYCLICAL, SEASONAL, AND STRUCTURAL FACTORS IN AREA UNEMPLOYMENT RATES 1975
FEARN, R.M.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.28, NO.3, APR 1975, P. 424-431.
COMPENSATION, DATA BASES, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT POLICY, GOVERNMENT INTERVENTION, LABOR FORCE, LABOR MARKET, STATISTICS, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
EXAMINATION OF DATA RELATING TO UNEMPLOYMENT WITH THE PURPOSE OF IDENTIFYING STRUCTURAL EMPLOYMENT PROBLEMS AND SUGGEST METHODS FOR ALLEVIATING THEM.
MGMT: ILR7500424

929 CYCLICALLY-DETERMINED HOMEWARD FLOWS OF MIGRANT WORKERS AND THE EFFECTS OF EMIGRATION. 72
KAYSER, BERNARD
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 56P.
BUSINESS CYCLES, ECONOMIC RESEARCH, FOREIGN COUNTRIES, LABOR FORCE, LABOR SUPPLY, MIGRANT WORKERS, MIGRATION PATTERNS, EUROPE
THIS STUDY OF THE EFFECTS OF EMIGRANT LABOR IN EUROPE IS FOCUSED ON THE STATISTICS OF THE HOMEWARD FLOWS OF MIGRANT LABOR. THE 1966-67 ECONOMIC RECESSION LED TO A STEEP DECLINE IN THE EMPLOYMENT OF FOREIGNERS AND A CORRESPONDING INCREASE IN THE NUMBER OF RETURNEES HOME. CYCLICALL-DETERMINED HOMEWARD FLOWS WERE SUBSTANTIAL AND NUMEROUS AND THEREFORE VERY DIFFERENT FROM NORMAL OR HABITUAL RETURNS. ITALIAN EMIGRATION IS ONE OF THE LARGEST CONSTANT PROPORTIONS OF EMIGRATION AND REPATRIATION AND IN MOST CASES THE RETURNS FOLLOWED A SHORT PERIOD OF WORK ABROAD. THE SUCCESSFUL EMIGRANTS IN ANY COUNTRY ARE THE ACTIVE, ENTERPRISING, AND MORE PHYSICALLY FIT FOR HARD WORK. THE EFFECTS OF CYCLICALLY-DETERMINED RETURNS TO HOMELANDS, EVEN WHEN THEY INVOLVED TENS OF THOUSANDS OF WORKERS, PROVED TO BE LITTLE DIFFERENT, IN THE FINAL ANALYSIS, FROM THE REGULAR AND NORMAL FLOWS, TAKING THE FORM OF PROLONGED HOLIDAYS AT HOME. (MU)
ERIC: ED079486 OEC PUBLICATION CENTER, SUITE 1207, 1750 PENNSYLVANIA AVENUE, N.W., WASHINGTON, D.C. 20006 (NO PRICE QUOTED)

930 D-DAY FOR VETERANS JOBS JUL 77
NATHAN, ROBERT R.
WORKLIFE:2:7:2-6
EMPLOYMENT PROGRAMS, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, VETERANS, UNEMPLOYMENT, EMPLOYMENT OPPORTUNITIES, VOCATIONAL ADJUSTMENT, EMPLOYMENT PATTERNS, FEDERAL LEGISLATION, ECONOMIC CLIMATE, VIETNAM VETERANS, UNITED STATES, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
FOCUSES ON THE UNEMPLOYMENT PROBLEM AMONG VIETNAM VETERANS AND ON THE VARIOUS FEDERAL AND PRIVATE EMPLOYMENT PROGRAMS OPEN TO THESE VETERANS. DISCUSSION ALSO COVERS LABOR FORCE STATISTICS, READJUSTMENT TO CIVILIAN LIFE, CHANGES IN THE AMERICAN ECONOMY, AND THE ROLE OF THE DEPARTMENT OF DEFENSE AND CIVILIAN EMPLOYERS IN HELPING VETERANS TO FIND EMPLOYMENT. (SH)
ERIC: EJ161811

931 THE DANGER IN THE PLANT CONSTRUCTION SLUMP 1976
ZUCKER, S.
BUSINESS WEEK, NO.2426, APRIL 5, 1976, P. 25.
CONSTRUCTION INDUSTRY, COST, DESIGN, ECONOMIC FORECAST, ECONOMICS, EXPANSION, INFLATION, RECESSION, RISK, TAX CREDIT, UNEMPLOYMENT
INDUSTRIAL CONSTRUCTION IS LAGGING, INDICATING BUSINESS DOES NOT PLAN MUCH EXPANSION DESPITE INDICATIONS THE RECOVERY IS STRONG ELSEWHERE. WITH AN ACCELERATION OF INFLATION AGAIN, THE GOVERNMENT MIGHT INDUCE A RECESSION TO CONTROL IT, MAKING PLANT EXPANSION A RISK.
MGMT: BWE7600525

932 DATA FIRM FINDS ANSWER IN GHETTO 70 JAN
ROSENDORF, SIDNEY
MANPOWER:2:1:25-28
COMPUTERS, DISADVANTAGED GROUPS, INNER CITY, JOB PLACEMENT, MANPOWER DEVELOPMENT, TYPISTS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, JOBS, WASHINGTON CONCENTRATED EMPLOYMENT PROGRAM, WCEP
A VOCATIONAL RETRAINING PROGRAM FOR DISADVANTAGED GHETTO RESIDENTS AT THE SEQUENTIAL COMPUTER CORPORATION. TRAINEES RECEIVED ON THE JOB TRAINING, COUNSELING, AND JOBS AFTER THEY COMPLETED THE PROGRAM. (BC)
ERIC: EJ014779

933 DATA ON YOUTH, 1967, A STATISTICAL DOCUMENT. 67
SCHEIDER, GEORGE
NEW YORK STATE DIV. FOR YOUTH, ALBANXHKM
NOTES: 60P.
CENSUS FIGURES, CHARTS, CRIME, DELINQUENCY, FAMILY INCOME, POPULATION DISTRIBUTION, SCHOOL STATISTICS, STATISTICS, TABLES (DATA), TRAFFIC ACCIDENTS, YOUTH, YOUTH EMPLOYMENT, NEW YORK, UNITED STATES
THE DATA IN THIS REPORT ARE STATISTICS ON YOUTH THROUGHOUT THE UNITED STATES AND IN NEW YORK STATE. INCLUDED ARE DATA ON POPULATION, SCHOOL STATISTICS, EMPLOYMENT, FAMILY INCOME, JUVENILE DELINQUENCY AND YOUTH CRIME (INCLUDING NEW YORK CITY FIGURES), AND TRAFFIC ACCIDENTS. THE STATISTICS ARE PRESENTED IN THE TEXT AND IN TABLES AND CHARTS. (NH)
ERIC: ED018503

934 DATA PROCESSING TECHNICIAN 3 AND 2 REVISED 1973. 73
NAVAL TRAINING PUBLICATIONS DETACHMENT, WASHINGTON, D.C.
NOTES: 367P.; ILLUSTRATIONS MAY BE MARGINALLY LEGIBLE
CAREER LADDERS, COURSE CONTENT, DATA PROCESSING, DATA PROCESSING OCCUPATIONS, ELECTRONIC DATA PROCESSING, ELECTRONIC EQUIPMENT, INFORMATION SYSTEMS, INSTRUCTIONAL MATERIALS, MANUALS, OCCUPATIONAL INFORMATION, SUBPROFESSIONALS, TEXTBOOKS, VOCATIONAL EDUCATION, NAVY
THE TRAINING MANUAL IS DESIGNED TO TRAIN NAVAL PERSONNEL IN THE PROFESSIONAL ASPECTS OF THEIR RATING AS DATA PROCESSING (DP) TECHNICIAN AND IS A DIRECT HELP TO MEETING THE OCCUPATIONAL QUALIFICATIONS FOR ADVANCEMENT TO DATA PROCESSING TECHNICIAN THIRD CLASS AND DATA PROCESSING TECHNICIAN SECOND CLASS. PERSONNEL OF THE DATA PROCESSING TECHNICIAN RATING OPERATE MANY TYPES OF AUTOMATIC DATA PROCESSING (ADP) EQUIPMENT TO PROVIDE ACCOUNTING AND STATISTICAL SERVICES FOR THE NAVY. THE DP RATING IS A GENERAL RATING AND DOES NOT INCLUDE SERVICE RATINGS. AREAS OF SPECIALIZATION WITHIN THE RATING ARE IDENTIFIED BY NAVY ENLISTED CLASSIFICATION CODES. THE INTRODUCTORY CHAPTER OF THE MANUAL GIVES INFORMATION ON THE ENLISTED RATING STRUCTURE AND PROCEDURES FOR ADVANCEMENT: THE REMAINING 12 CHAPTERS DEAL WITH THE TECHNICAL SUBJECT MATTER OF THE DP RATING AUTOMATIC DATA PROCESSING, CARD PUNCHES AND VERIFIERS, CARD SORTERS, FUNCTIONAL WIRING PRINCIPLES, INTERPRETERS, AUTOMATIC PUNCHES, COLLATERS, ACCOUNTING MACHINES, ELECTRONIC DATA PROCESSING, OPERATION AND CONTROL OF EDP EQUIPMENT, STORAGE CONCEPTS, AND PROGRAMING AND LANGUAGES. (AUTHOR/AJ)
ERIC: ED096543 U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (STOCK NO. 0502-051-3210)

935 DAVIS-MONTHAN AIR FORCE BASE SUMMER YOUTH PROGRAM, 1972. 72
STRATEGIC AIR COMMAND (AIR FORCE), DAVIS-MONTHAN AFB, ARIZ. COMBAT SUPPORT GROUP (8030). ARIZONA STATE DEPT. OF VOCATIONAL EDUCATION, PHOENIX.; NEIGHBORHOOD YOUTH CORPS (DOL), WASHINGTON, D.C.; TUCSON ELEMENTARY SCHOOL DISTRICT 1, ARIZ.
NOTES: 56P.
ARMED FORCES, CAREER EDUCATION, COORDINATORS, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, OCCUPATIONAL GUIDANCE, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, RESOURCE MATERIALS, SUMMER PROGRAMS, TEACHING TECHNIQUES, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, DAVIS MONTHAN AIR FORCE BASE, NEIGHBORHOOD YOUTH CORPS
THE 1972 SUMMER YOUTH EMPLOYMENT PROGRAM, SPONSORED BY DAVIS-MONTHAN AIR FORCE BASE IN ARIZONA, INCLUDED 596 YOUNGSTERS, OF WHOM 377 BELONGED TO THE NEIGHBORHOOD YOUTH CORPS, 130 MORE WERE ECONOMICALLY DISADVANTAGED, AND 48 WERE AMERICAN INDIAN STUDENTS EMPLOYED BY THE BASE. A WIDE RANGE OF GOVERNMENT, INDUSTRIAL, AND EDUCATIONAL INSTITUTIONS SUPPORTED THIS VOCATIONAL DEVELOPMENT PROGRAM BY PROVIDING FUNDS, PRACTICUM COUNSELORS AND VOCATIONAL COUNSELORS, SCHOOL BUSES, AND OTHER SERVICES. THE WORK EXPERIENCE PROVED HIGHLY SUCCESSFUL, DUE TO THE ENCOURAGEMENT OF THE WORK-COORDINATORS AND COUNSELORS AND THE USE OF SUCH TECHNIQUES AS RESOURCE SPEAKERS, PEER TUTORING, A REFRESHER COURSE IN TYPING, AND DRUG EDUCATION INSTRUCTION. SPECIAL-EDUCATION STUDENTS WERE INCLUDED IN THIS PROGRAM, WHICH WAS EVALUATED BY MEANS OF QUESTIONNAIRES FOR SUPERVISORS. VARIOUS PROGRAM FORMS ARE APPENDED. (AG)
ERIC: ED074230

936 DAY CARE CENTERS HYPE OR HOPE JUL/AUG 71
STEINER, GILBERT Y.
TRANSACTION:8:9/10:50-57
DAY CARE PROGRAMS, DAY CARE SERVICES, ECONOMIC DISADVANTAGEMENT, ECONOMIC FACTORS, GOVERNMENT ROLE, JOB TRAINING, PROGRAM EVALUATION, SUCCESS FACTORS, WELFARE PROBLEMS, WORKING PARENTS
ERIC: EJ038668

937 DAY CARE CENTERS PROFIT MAKING BUSINESSES SUM 70
MACEWAN, PHYLLIS
NOW REVOLUTION J LIBERATION:1:4:42-43
CHILD CARE CENTERS, DAY CARE SERVICES, DEVELOPMENTAL PROGRAMS, EARLY CHILDHOOD, EARLY CHILDHOOD EDUCATION, FEMALES, GOVERNMENT ROLE, WORKING WOMEN
DEPLORES PROMOTION OF DAY CARE FOR PROFIT, AND URGES OPPOSITION TO THIS TREND. SUGGESTS STRONG POLITICAL DEMAND FOR FREE CENTERS CONTROLLED BY PARENTS AND FINANCED BY PUBLIC FUNDS AND PERHAPS TAXATION ON LARGE CORPORATIONS. (CJ)
ERIC: EJ025639

938 DAY CARE FACTS. 73
WOMENS BUREAU (DOL), WASHINGTON, D.C.
CONTRACT NO. 20
DAY CARE PROGRAMS, CHILD CARE, DAY CARE SERVICES, PROGRAM DESCRIPTIONS, WORKING WOMEN, FEDERAL PROGRAMS, FEDERAL AID
THE NEED FOR CHILD CARE WILL CONTINUE TO INCREASE IN THE DECADE AHEAD BECAUSE OF (1) A GROWING NUMBER OF CHILDREN AGED FIVE AND YOUNGER, (2) THE ACCELERATING TREND IN EMPLOYMENT OF MOTHERS, (3) INCREASED EMPHASIS ON PROVIDING CHILD CARE SERVICES FOR WELFARE MOTHERS WHO DESIRE TO WORK, AND (4) WIDESPREAD AWARENESS THAT A CHILDS EARLY YEARS ARE OF CRUCIAL IMPORTANCE TO HIS OR HER FUTURE. THIS BOOKLET HAS BEEN UPDATED TO HIGHLIGHT THE NEED FOR DAY CARE SERVICES AND TO DESCRIBE THE MAJOR EFFORTS BEING MADE TO PROVIDE THESE SERVICES. INCLUDED ARE EFFORTS BY ALL LEVELS OF GOVERNMENT, UNIONS AND EMPLOYEE ORGANIZATIONS, EDUCATIONAL INSTITUTIONS, BUSINESS AND INDUSTRIES, HOSPITALS, AND OTHER PUBLIC AND PRIVATE PROGRAMS. AN EARLIER EDITION OF THIS BOOKLET IS AVAILABLE

(CONT.)
938 AS ED 058 245 (VT 012 289, ARM VOL. 5, NO. 1). (SB)
AIM/ARM: VT019947

939 DAY CARE FOR FAMILIES ON PUBLIC ASSISTANCE WORKFARE VERSUS WELFARE JUL 74
MUSGY, RALPH D.
INDUSTRIAL AND LABOR RELATIONS REVIEW:27:4:503-18
WELFARE, DAY CARE SERVICES, UNEMPLOYED, WORKING WOMEN, COST EFFECTIVENESS, WELFARE PROBLEMS, UNEMPLOYMENT, MANPOWER UTILIZATION, JOB TRAINING, GOVERNMENT ROLE
ERIC: EJ100642

940 THE DAY CARE NEIGHBOR SERVICE A HANDBOOK FOR THE ORGANIZATION AND OPERATION OF A NEW APPROACH TO FAMILY DAY CARE. 69
COLLINS, ALICE H.:WATSON, EUNICE L.
OREGON STATE UNIV., PORTLAND.: TRI-COUNTY COMMUNITY COUNCIL, PORTLAND, OREG. CHILDRENS BUREAU (DHEW), WASHINGTON, D.C.
NOTES: 63P.
CHILD CARE, CONSULTANTS, DAY CARE SERVICES, FAMILY ENVIRONMENT, INNOVATION, INTERVENTION, NEIGHBORHOOD, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, SOCIAL WORK, WORKING WOMEN
THE DAY CARE NEIGHBOR SERVICE MAKES IT POSSIBLE TO PROVIDE SOCIAL SERVICE AT THE NEIGHBORHOOD LEVEL WHERE WORKING MOTHERS, WITHOUT BENEFIT OF ANY SOCIAL AGENCY, MAKE PRIVATE AND INFORMAL DAY CARE ARRANGEMENTS WITH NEIGHBORHOOD SITTERS. IT MAKES USE OF A SOCIAL WORK CONSULTANT TO FIND THE KEY INDIVIDUAL IN EACH NEIGHBORHOOD WHO IS ALREADY INFORMALLY HELPING HER NEIGHBORS TO MAKE DAY CARE ARRANGEMENTS. THE AIM OF THE SERVICE IS TO CONTRIBUTE TO THE QUALITY AND STABILITY OF THESE PRIVATE FAMILY DAY CARE ARRANGEMENTS. THIS BOOKLET DESCRIBES THE SERVICE METHODS AND TECHNIQUES OF INTERVENTION WHICH ARE BASED ON A SUBTLE FORM OF SOCIAL WORK CONSULTATION. ALSO EXAMINED ARE CRITICAL ISSUES AND PROBLEMS AN INNOVATOR MIGHT ENCOUNTER IN ESTABLISHING A SIMILAR PROGRAM. THE SHARP FOCUS OF THE SERVICE, AS WELL AS ITS ECONOMY, RECOMMEND IT AS AN ADJUNCT OF DAY CARE PROGRAMS WHEREVER PRIVATE FAMILY DAY CARE ARRANGEMENTS ARE SOUGHT. (MY)
ERIC: ED049810 FIELD STUDY OF THE NEIGHBORHOOD FAMILY DAY CARE SYSTEM, 2856 NORTHWEST SAVIER, PORTLAND, OREGON 97210

941 DAY CARE ON WHEELS MAR 71
LEHMANN, PHYLLIS
MANPOWER:3:3:14-15
DAY CARE SERVICES, DEMONSTRATION PROJECTS, ECONOMICALLY DISADVANTAGED, INNER CITY, WELFARE SERVICES, WORKING WOMEN
DESCRIBES A PILOT MOBILE DAY CARE PROJECT SERVING FOUR INNER CITY INFANTS IN A CONVERTED VAN. (BH)
ERIC: EJ034219

942 DAY CARE REFERENCE SOURCES AN ANNOTATED BIBLIOGRAPHY, MAY, 1970. MAY 70
FROST, JUDITH, ED.:MEYERS, MIRIAM, ED.
KENNY REHABILITATION INST., MINNEAPOLIS, MINN. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 35P.
ANNOTATED BIBLIOGRAPHIES, CHILD CARE, CHILD DEVELOPMENT CENTERS, CHILD WELFARE, DAY CARE SERVICES, EARLY CHILDHOOD, ECONOMICALLY DISADVANTAGED, EXCEPTIONAL CHILD SERVICES, WORKING PARENTS
THE ANNOTATED BIBLIOGRAPHY OF DAY CARE REFERENCE SOURCES LISTS DOCUMENTS PUBLISHED FOR USE WITHIN THE FEDERAL GOVERNMENT, PUBLICATIONS OF DEPARTMENTS AND BUREAUS WITHIN THE FEDERAL GOVERNMENT, PUBLICATIONS BY NON-GOVERNMENTAL ASSOCIATIONS AND INSTITUTIONS, AND MATERIALS DISTRIBUTED BY THE MINNESOTA DEPARTMENT OF PUBLIC WELFARE. ALSO INCLUDED IS INFORMATION ON REPRINTS AND BOOKS, BIBLIOGRAPHIES AND CATALOGUES, AND ORGANIZATIONS PUBLISHING MATERIALS ON DAY CARE. (PD)
ERIC: ED039700

943 DAY CARE RELATED FEDERAL PROGRAMS (AN ADDENDUM TO DAY CARE SURVEY 1970). 71
OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D. C. EVALUATION DIV.
NOTES: 79P.
AMERICAN INDIANS, BREAKFAST PROGRAMS, CHILD WELFARE, COMMUNITY AGENCIES (PUBLIC), DAY CARE PROGRAMS, DAY CARE SERVICES, EDUCATIONALLY DISADVANTAGED, FEDERAL PROGRAMS, HANDICAPPED CHILDREN, HEALTH PROGRAMS, JOB TRAINING, LOW INCOME GROUPS, LUNCH PROGRAMS, MENTAL HEALTH PROGRAMS, MIGRANT HEALTH SERVICES, PHYSICAL FACILITIES, RESEARCH PROJECTS, SOCIAL SERVICES
THIS DOCUMENT, AN ADDENDUM TO THE DAY CARE SURVEY 1970, DESCRIBES DAY CARE-RELATED FEDERAL PROGRAMS. EACH PROGRAM, IS DESCRIBED BRIEFLY IN TERMS OF THE NATURE OF THE PROGRAM, DAY CARE SERVICES PROVIDED, AUTHORIZING LEGISLATION, THE ADMINISTERING AGENCY, AND MISCELLANEOUS INFORMATION (FUNDING, RECIPIENTS, ETC.). TYPES OF PROGRAMS INCLUDED ARE (1) DIRECT DAY CARE PROGRAMS (E.G., OEO DAY CARE PROJECTS, MIGRANT AND SEASONAL FARM WORKERS ASSISTANCE), (2) SUPPORTIVE PROGRAMS FOR DAY CARE (I.E., PHYSICAL FACILITIES, FOOD, HEALTH, PERSONNEL AND PERSONNEL TRAINING, AND RESEARCH), (3) PRESCHOOL PROGRAMS (HEAD START, FIRST CHANCE, ETC.), AND (4) WORK TRAINING PROGRAMS WITH CHILD CARE PROVISIONS (JOB CORPS, WORK INCENTIVE PROGRAM, ETC.). (BRT)
ERIC: ED121476

944 DAY CARE SERVICES INDUSTRYS INVOLVEMENT. BULLETIN 296. 71
BESNER, ARTHUR
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 37P.
COSTS, DAY CARE PROGRAMS, DAY CARE SERVICES, HISTORY, INDUSTRY, NEEDS, PROGRAM DESCRIPTIONS, TABLES (DATA), TAXES, WORKING WOMEN
THIS BULLETIN PROVIDES AN OVERVIEW OF THE NEED FOR SERVICES FOR THE CHILDREN OF WORKING MOTHERS. TOPICS DISCUSSED INCLUDE HISTORICAL DEVELOPMENTS IN INDUSTRY DAY CARE PROGRAMS, ALTERNATIVE ROLES FOR INDUSTRY INVOLVEMENT, COSTS OF OPERATING DAY CARE CENTERS, AND INCOME TAX ALLOWANCES. ALSO GIVEN ARE EXAMPLES OF UNIQUE PROGRAMS WHICH SUGGEST VARIOUS WAYS IN WHICH INDUSTRY CAN PLAY A MORE REALISTIC ROLE IN DAY CARE DEVELOPMENT. (AUTHOR/MK)
ERIC: ED056757 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($0.25)

945 DAY CARE SERVICES: A NO-QUALITY FUTURE DEC 72
PIERCE, WILLIAM L.
INEQUALITY IN EDUCATION;13;49-57
CHILD DEVELOPMENT, DAY CARE PROGRAMS, DAY CARE SERVICES, EARLY CHILDHOOD EDUCATION, FEDERAL AID, FEDERAL PROGRAMS, PRESCHOOL EDUCATION, STATE GOVERNMENT, WELFARE RECIPIENTS, WORKING WOMEN
PREDICTS A BLEAK FUTURE OF UNIVERSAL, HIGH-QUALITY, NON-DISCRIMINATORY DAY CARE. EXCERPTED FROM CHILD WELFARE LEAGUESS STUDY OF THE EXPANSION OF DAY CARE IN THE UNITED STATES FINAL REPORT PUBLISHED BY THE CHILD WELFARE LEAGUE OF AMERICA, INC. IN 1972. (DS)
ERIC: EJ073912

946 DAY CARE SURVEY-1970, SUMMARY REPORT AND BASIC ANALYSIS. APR 71
WESTAT RESEARCH, INC., ROCKVILLE, MD.; WESTINGHOUSE LEARNING CORP., BLADENSBURG, MD.
OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. OFFICE OF PLANNING, RESEARCH, AND EVALUATION.
NOTES: 246P.
AFTER SCHOOL PROGRAMS, COSTS, DAY CARE PROGRAMS, DAY CARE SERVICES, FACILITIES, MOTHERS, NATIONAL SURVEYS, NEEDS, TABLES (DATA), WORKING WOMEN
THIS COMPREHENSIVE STUDY WAS DESIGNED TO PROVIDE ESSENTIAL INFORMATION FOR FEDERAL, STATE, AND LOCAL POLICY PLANNERS TO DESIGN AND TEST NEW PROGRAM CONCEPTS IN DAY CARE SERVICES FOR CHILDREN. FINDINGS FROM THE SURVEY PROVIDE DATA ON EXISTING DAY CARE PROGRAMS, AVAILABILITY OF DAY CARE SERVICES, AND THE NATURE AND EXTENT OF THE NEED FOR DAY CARE SERVICE. THE RESULTS OF THE SURVEY INDICATE THAT THERE IS A SIZEABLE POTENTIAL DEMAND AMONG LOW TO MODERATE INCOME WORKING MOTHERS FOR BETTER DAY CARE CENTER CAPACITY, THAT FOR SCHOOL-AGE CHILDREN THERE IS LITTLE ORGANIZED CARE OR OTHER SUPERVISED RECREATION TO MEET NEEDS BEFORE AND AFTER SCHOOL; AND LOW TO MODERATE INCOME WORKING MOTHERS PAY A NOMINAL AMOUNT OF LESS THAN $100 A YEAR FOR IN-HOME CARE, AND $400 TO $700 A YEAR FOR OUT-OF-HOME CARE. INFORMATION WAS OBTAINED FROM DAY CARE CENTER OPERATORS ON EXPENSES AND INCOME, AND PARENTS WERE ASKED WHAT THEY WERE WILLING TO PAY FOR ADEQUATE DAY CARE AND WHAT THEY COULD AFFORD. THIS VOLUME CONTAINS THE TEXT OF THE REPORT, WHILE A SEPARATE VOLUME PRESENTS THE PROJECT METHODOLOGY AND SURVEY INSTRUMENTS. APPROXIMATELY THREE-FOURTHS OF THIS DOCUMENT CONSISTS OF TABLES. (AUTHOR/AJ)
ERIC: ED051980

947 DAY CARE YOUTH HELPER PROGRAM. FINAL REPORT OF THE NATIONAL COMMISSION ON RESOURCES FOR YOUTH. 22 JAN 76
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-42-1-004-36
NOTES: 94P.
ADOLESCENTS, AMERICAN INDIANS, CAREER EXPLORATION, CHILD DEVELOPMENT, DAY CARE PROGRAMS, DEMONSTRATION PROGRAMS, EDUCATIONAL ALTERNATIVES, FIELD EXPERIENCE PROGRAMS, HIGH SCHOOL STUDENTS, INDIVIDUAL DEVELOPMENT, JUNIOR HIGH SCHOOL STUDENTS, LOW INCOME GROUPS, MATERIAL DEVELOPMENT, MEXICAN AMERICANS, NEGROES, PARENTHOOD EDUCATION, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION, WORK STUDY PROGRAMS, YOUTH PROGRAMS, DAY CARE YOUTH HELPER PROGRAM, NATIONAL COMMISSION ON RESOURCES FOR YOUTH
THIS REPORT DESCRIBES THE DAY CARE YOUTH HELPER PROGRAM (DCYHP) DEVELOPED AT A NUMBER OF DEMONSTRATION SITES ACROSS THE COUNTRY. THE PROGRAM WAS DESIGNED TO GIVE HIGH SCHOOL AND JUNIOR HIGH SCHOOL STUDENTS AN OPPORTUNITY TO WORK WITH PRESCHOOL CHILDREN THROUGH FIELD EXPERIENCE IN DAY CARE CENTERS, COUPLED WITH A SEMINAR FOR THE PLANNING OF EARLY CHILDHOOD LEARNING ACTIVITIES AND THE INTRODUCTION OF CHILD DEVELOPMENT CONCEPTS. DEMONSTRATION PROJECTS WERE LOCATED IN 14 PUBLIC HIGH SCHOOLS, ONE PRIVATELY FUNDED ALTERNATIVE SCHOOL AND ONE PUBLIC JUNIOR HIGH SCHOOL. SITES WERE SELECTED TO REPRESENT DIVERSE GEOGRAPHICAL, SOCIOECONOMIC, AND ETHNO-CULTURAL GROUPS. THE REPORT DESCRIBES PROGRAM GOALS AND CONCEPTS AND THE HISTORY OF THE DEMONSTRATION PROJECTS OVER A 4-YEAR PERIOD. MATERIALS DEVELOPED FOR USE IN THE PROGRAM ARE DISCUSSED IN DETAIL AND A SYNOPSIS OF EVALUATIVE MATERIAL IS INCLUDED. REPORT CHAPTERS DEAL WITH ESTABLISHMENT OF DEMONSTRATION SITES; THE PROJECT DIRECTORS JOB AND TRAINING; MATERIALS FOR STUDENTS AND FOR SUPERVISORS; FIELD EXPERIENCE; THE SEMINAR; AND PROGRAM EVALUATION. EVALUATIONS SHOWED (1) SURPRISING STABILITY IN THE IMPACT OF THE PROGRAM ON STUDENTS, TEACHERS AND INSTITUTIONS; (2) INSTITUTIONALIZATION OF THE PROGRAM IN ALL BUT TWO OF THE ORIGINAL SITES; AND (3) REPLICATION OF THE MODEL IN OVER 20 SITES WITH ONLY TECHNICAL ASSISTANCE AND NO EXTERNAL FUNDING. AMONG STRIKING STUDENT GAINS, THE SUCCESSFUL PARTICIPATION OF

(CONT.)
947 SPECIAL STUDENTS WITH PROBLEM HISTORIES WAS SEEN AS PARTICULARLY SIGNIFICANT. (AUTHOR/BF)
ERIC: ED135465

948 DAY CARE. SEP 76
MERRO, JOHN:AND OTHERS
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. INST. FOR EDUCATIONAL LEADERSHIP.; NATIONAL PUBLIC RADIO, WASHINGTON, D.C. CARNEGIE CORP. OF NEW YORK, N.Y.; NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 25P.; TRANSCRIPT OF OPTIONS IN EDUCATION RADIO PROGRAM NO. 45 SCHEDULED FOR BROADCAST FOR THE WEEK OF SEPTEMBER 20, 1976
CHILD CARE, CHILD CARE CENTERS, CHILD CARE WORKERS, DAY CARE PROGRAMS, EARLY CHILDHOOD EDUCATION, ECONOMIC STATUS, EDUCATIONAL RADIO, FAMILY DAY CARE, FEDERAL AID, FEDERAL LEGISLATION, GOVERNMENT ROLE, PARENT ROLE, PRESCHOOL EVALUATION, PRESCHOOL TEACHERS, STUDENT TEACHER RATIO, WORKING WOMEN, NATIONAL PUBLIC RADIO
INTERVIEWS ON THE QUALITY OF DAY CARE IN THE UNITED STATES ARE PRESENTED IN THIS TRANSCRIPT OF A PROGRAM BROADCAST IN THE NATIONAL PUBLIC RADIO WEEKLY SERIES, OPTIONS IN EDUCATION. WRITERS, DAY CARE CENTER PERSONNEL AND OTHERS DESCRIBE AND EVALUATE THE CURRENT SITUATION. FEDERAL LEGISLATION CONCERNING CHILDREN IS EXAMINED, AND RESEARCHERS DISCUSS EFFECTS OF DAY CARE PROGRAMS ON CHILDREN. JANE GOLD, AUTHOR OF CHECKING OUT CHILDCARE, DESCRIBES THE CHILD CARE BUSINESS, ITS DIMENSIONS AND LICENSING PRACTICES. PEGGY PIZZO, AUTHOR OF INFANT CHILD CARE DEBATE, DISCUSSES PARENTS GUILT FEELINGS IN RELATION TO OUTSIDE CHILD CARE. ADVANTAGES AND DISADVANTAGES OF PUBLIC SCHOOL SPONSORSHIP OF DAY CARE ARE CONSIDERED. DESPITE SUPPORT FOR DAY CARE CENTERS AND CHILD CARE IN THE PUBLIC SCHOOLS, THE FASTEST AND MOST WIDELY USED FORM OF CHILD CARE APPEARS TO BE HOME CARE. PSYCHOLOGIST JEROME KAGAN HAS FOUND HOME CARE, INSIDE OR OUTSIDE THE CHILDS HOME, TO BE PREFERRED OVER DAY CARE CENTERS BY MOST PARENTS. HE CONSIDERS STAFF-CHILD RATIO THE MOST IMPORTANT FACTOR IN DAY CARE QUALITY, RECOMMENDING RATIOS OF 3 TO 1 FOR CHILDREN UNDER 18 MONTHS AND 6 TO 1 FOR CHILDREN 18 MONTHS TO THREE YEARS. A FAMILY HOME CARE TEACHER-TRAINER IS INTERVIEWED ON THE ADVANTAGES OF THE FAMILY-HOME ENVIRONMENT. THE DIRECTOR OF A LARGE DAY CARE CENTER TELLS OF LONG WAITING LISTS AND THE SOCIAL COSTS INVOLVED. THE FEDERAL ROLE IN PRESCHOOL EDUCATION, INCLUDING PROSPECTS FOR COMPREHENSIVE FEDERAL CHILD CARE LEGISLATION, ARE DISCUSSED BY CONGRESSMAN JOHN BRADEMAS AND REPRESENTATIVES OF VARIOUS CHILD CARE INTEREST GROUPS. THE STAFFING-RATIO CONTROVERSY IS DISCUSSED. (AUTHOR/BF)
ERIC: ED133082

949 DE FACTO DISCRIMINATION AND HOW TO KICK THE HABIT 1976
FICHBELL, S.
PERSONNEL MANAGEMENT, VOL.8, NO.11, NOV 1976, P. 30-33. BIBLIOG. 9
ATTITUDE CHANGE, DISCRIMINATION, EEO, EXECUTIVE, HUMAN RESOURCE DEVELOPMENT, INTERNAL ORGANIZATION ENVIRONMENT, JOB SATISFACTION, LEADERSHIP, WOMEN, WOMEN IN BUSINESS
THE PASSAGE OF LEGISLATION TO PREVENT SEX-BASED DISCRIMINATION IN BUSINESS HIRING IN THE WESTERN WORLD HAS CONTRIBUTED TO A CERTAIN COMPLACENCY ABOUT THE LOT OF WOMEN IN BUSINESS. BUT HIRING IS ONLY THE FIRST BARRIER. WOMEN WHO ACHIEVE RESPONSIBLE MANAGEMENT POSITIONS FACE THE IMPLICIT HOSTILITY OF THEIR MALE COWORKERS WHICH IMPAIRS INDIVIDUAL AND ORGANIZATIONAL EFFECTIVENESS. WOMEN EXECUTIVES ARE OFTEN EXCLUDED FROM THE INFORMAL EXCHANGES WHERE MUCH OF MANAGEMENT TAKES PLACE.
MGMT: PSL76K0030

950 DE-STEREOTYPING PERSONNEL LANGUAGE TOWARD EQUALITY IN COMMUNICATION 1975
STEPHENSON, H.B.
PERSONNEL JOURNAL, VOL.54, NO.6, JUNE 1975, P. 334-335. BIBLIOG. 2
DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, ORGANIZATIONAL COMMUNICATIONS, PERSONNEL MANAGEMENT, WOMEN IN BUSINESS
DISCUSSES THE UNABATED USE OF SEX-STEREOTYPED LANGUAGE IN BUSINESS AND OUTLINES ALTERNATIVE LANGUAGE AND GRAMMAR THAT CAN AVOID THE USE OF SUCH DISCRIMINATORY PASSAGES.
MGMT: PEJ7540334

951 DEALING WITH THE DRINKING PROBLEM DEC 70
MANPOWER:2:12:2-7
ADMINISTRATIVE PROBLEMS, ALCOHOLISM, BEHAVIOR PROBLEMS, EMPLOYMENT PROGRAMS, FAMILY PROBLEMS, MANPOWER UTILIZATION, PERSONNEL POLICY, VOCATIONAL REHABILITATION
DESCRIBES GOVERNMENT AND INDUSTRY EFFORTS TO AVOID THE LOSS OF PRODUCTIVE MANPOWER DUE TO ALCOHOLISM AMONG BOTH BLUE-COLLAR AND WHITE-COLLAR WORKERS. (BH)
ERIC: EJ029709

952 A DECISION SYSTEM FOR OCCUPATIONAL PROGRAMS IN COMMUNITY COLLEGES. RESEARCH PUBLICATION NO. 75-2. JUN 74
HEDLUND, DALVA E.:AND OTHERS
NEW YORK STATE EDUCATION DEPT., ALBANY. BUREAU OF TWO-YEAR COLL. PROGRAMS. NEW YORK STATE EDUCATION DEPT., ALBANY. OFFICE OF OCCUPATIONAL EDUCATION. STATE UNIV. OF NEW YORK, ITHACA. CORNELL INST. FOR RESEARCH AND DEVELOPMENT IN OCCUPATIONAL EDUCATION.
NOTES: 171P.
BIBLIOGRAPHIES, COMMUNITY COLLEGES, CURRICULUM DEVELOPMENT, DECISION MAKING, LITERATURE REVIEWS, MODELS, POST SECONDARY EDUCATION, PROGRAM PLANNING, SYSTEMS APPROACH, TECHNICAL REPORTS, VOCATIONAL EDUCATION
THE FIRST YEAR OF A PROJECT TO DEVELOP, EVALUATE, AND DISSEMINATE A SYSTEM FOR

(CONT.)
952 OCCUPATIONAL PROGRAM PLANNING IN COMMUNITY COLLEGES IS DISCUSSED. THE FOCUS OF THE FIRST YEAR WAS THE DEVELOPMENT OF THE SYSTEM. THIS REPORT OF THE FIRST PHASE IS DIVIDED INTO THREE PARTS. IN PART 1, MATERIALS AND CONCEPTS IMPORTANT TO THE DEVELOPMENT OF THE SYSTEM ARE REVIEWED. FIRST, THE LITERATURE ON OCCUPATIONAL PROGRAM PLANNING IN COMMUNITY COLLEGES IS EXPLORED. SECOND, IMPORTANT CONCEPTS IN THE DEVELOPMENT OF THE PROJECT SYSTEM IS DISCUSSED. PART 2 CONTAINS THE PILOT EDITION OF THE PROJECT SYSTEM. PART 3 CONTAINS THE REFERENCES FOR THE DEVELOPMENT OF THE PROJECT SYSTEM. ANNOTATED BIBLIOGRAPHIES ARE PRESENTED FOR THE USE OF BOTH RESEARCHER AND PRACTITIONER IN THE AREA OF PROGRAM DEVELOPMENT. (DB)
ERIC: ED099042

953 DECISION-MAKING IN THE WORK INCENTIVE PROGRAM. FINAL REPORT. MAR 72
REID, WILLIAM J., ED.; SMITH, AUDREY D., ED.
CHICAGO UNIV., ILL. SCHOOL OF SOCIAL SERVICE ADMINISTRATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 225P.
CHILD CARE, DAY CARE SERVICES, DECISION MAKING, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, JOB TRAINING, MANPOWER DEVELOPMENT, MOTIVATION, OCCUPATIONAL CHOICE, WELFARE RECIPIENTS, WORKING WOMEN, WIN, WORK INCENTIVE PROGRAM
THIS STUDY EXPLORED THE NATURE OF DECISIONS CONCERNING PROGRAM ENTRY, TRAINING COMPONENT, CONTINUATION IN THE PROGRAM, JOB CHOICE, AND CHILD CARE ARRANGEMENTS. THE PARTICIPANTS WERE 151 CASEWORKERS, 318 AID FOR DEPENDENT CHILDREN (AFDC) MOTHERS REFERRED TO OR PARTICIPATING IN ONE OF THREE WORK INCENTIVE (WIN) PROGRAMS, AND 121 WIN TEAM MEMBERS. TO INVESTIGATE THE FACTORS AFFECTING THE DECISIONS, THE PROCESSES THAT PRODUCED THEM, AND THE RESPONDENTS EVALUATIONS OF THE DECISIONS AND DECISION-MAKING PROCESS, STRUCTURED INTERVIEWS WERE HELD WITH CASEWORKERS, CLIENTS, AND TEAM MEMBERS IN CHICAGO, CLEVELAND, AND DETROIT. ANALYSIS OF INTERVIEW DATA REVEALED THAT THE CASEWORKERS DECISION TO REFER A CLIENT TO WIN SEEMED MOST STRONGLY INFLUENCED BY HER PERCEPTION OF THE CLIENTS MOTIVATION. THE MAJORITY OF THE AFDC WOMEN THOUGHT THEY WOULD BE PRESSURED OR PENALIZED IN SOME WAY IF THEY DID NOT PARTICIPATE IN WIN. DESPITE THIS FEELING OF PRESSURE, 90 PERCENT INDICATED THEY WERE PLEASED OR VERY PLEASED OVER THEIR REFERRAL TO WIN. WIN TEAM MEMBERS WERE IN AGREEMENT THAT THE OTHER STAFF MEMBERS WERE THEIR MOST USEFUL SOURCE IN ACQUIRING INFORMATION TO HELP THEM DO THEIR JOBS. THESE AND OTHER MAJOR RESULTS ARE DISCUSSED. (SS)
ERIC: ED064520

954 THE DECLINE IN THE ECONOMIC REWARDS TO COLLEGE EDUCATION 1977
FREEMAN, R.B.
REVIEW OF ECONOMICS AND STATISTICS, VOL.59, NO.1, FEB 1977, P. 18-29. BIBLIOG. 9
COLLEGES AND UNIVERSITIES, ECONOMETRICS, ECONOMICS, EDUCATION, EMPLOYMENT, FINANCE, HUMAN RESOURCE DEVELOPMENT, RECRUITMENT, RETURN ON INVESTMENT, SALARY
A SHARP DROP THAT CANNOT BE EXPLAINED BY CYCLIC DEVELOPMENTS AND AFFECTING MOSTLY YOUNG MALES IS DETECTED FOR THE 70S. A DISCUSSION OF POSSIBLE FUTURE RETURNS IS ALSO INCLUDED.
MGMT: RES7790018

955 DECORATOR 6-24.234--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.; REVISED
APTITUDE TESTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NEEDLE TRADES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEAMSTRESSES, TEST RELIABILITY, TEST VALIDITY, DECORATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059293

956 DEFENSE MANPOWER COMMISSION STAFF STUDIES AND SUPPORTING PAPERS. VOLUME IV. DEVELOPING AND UTILIZING THE TOTAL FORCE AND SHAPING THE FUTURE MILITARY CAREER FORCE MAY 76
DEFENSE MANPOWER COMMISSION WASHINGTON D C
AVAILABILITY SUPT. OF DOCUMENTS, GPO, WASHINGTON, D. C. 20402 HC $9.90.
NOTES: 1060P
MANPOWER, MANPOWER UTILIZATION, PERSONNEL MANAGEMENT, DEPARTMENT OF DEFENSE, GI BILL, NTISDODXA
CONTENTS THE DEFENSE OFFICER PERSONNEL MANAGEMENT SYSTEM (DOPMS); RESERVE COMPONENT OFFICER CAREER FORCE GRADE AUTHORIZATION; PRE-COMMISSIONING PROGRAMS; THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES AND ALTERNATIVE METHODS OF PROCURING AND RETAINING MILITARY PHYSICIANS; PROFESSIONAL MILITARY EDUCATION; PROFESSIONAL MILITARY

(CONT.)

956 EDUCATION FOR THE RESERVE COMPONENTS: OFFICER GRADUATE EDUCATION: FUNDING OF EDUCATION PROGRAMS: FLIGHT TRAINING: OVERSEAS ROTATION AND TOUR LENGTHS: MINORITY PARTICIPATION IN THE DEPARTMENT OF DEFENSE: WOMEN IN THE DEFENSE ESTABLISHMENT: THE DEVELOPMENT AND UTILIZATION OF WOMEN IN THE DEPARTMENT OF DEFENSE: THE ROLE OF THE DOD CIVILIAN IN THE TOTAL FORCE STRUCTURE: LIMITATIONS ON MANAGERS BROUGHT ABOUT BY RESTRICTIONS OF THE CIVIL SERVICE SYSTEM: THE AIR FORCE INSTITUTE OF TECHNOLOGY AND THE NAVAL POSTGRADUATE SCHOOL: THE G.I. BILL TODAY: AND THE CAREER FORCE OF THE FUTURE.
NTIS: AD-A029 952/9ST NTIS PRICES PC$28.25/MF$3.00

957 DEFINING THE LABOR MARKET FOR EQUAL EMPLOYMENT STANDARDS 1976
GASTWIRTH, J.L.; HABER, S.E.
+U.S., MONTHLY LABOR REVIEW, VOL.99, NO.3, MARCH 1976, P. 32-36. BIBLIOG. 9
DISCRIMINATION, EDUCATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, ESTIMATION, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LABOR MARKET, MINORITIES, MODELING, STATISTICS
PRESENTS A MODEL FOR DEFINING AND ESTIMATING THE FRACTION OF A FIRMS LABOR POOL THAT IS A MINORITY. THE OBJECTIVE IS TO DEVELOP A PRACTICAL PROCEDURE FOR UTILIZING EMPIRICAL DATA TO DEFINE THE PROPER LABOR POOL. MODEL OF LONG-TERM EQUAL EMPLOYMENT GUIDELINES ARE DEVELOPED.
MGMT: UML76C0032

958 A DEFINITIONAL CHALLENGE (INTERESTS AND WORK ITSELF SATISFACTIONS SEP 76
NEVAS, SUSAN R.
VOCATIONAL GUIDANCE QUARTERLY;25:1:10-16
VOCATIONAL DEVELOPMENT, CAREER CHOICE, OCCUPATIONAL GUIDANCE, WORK ATTITUDES, MEASUREMENT INSTRUMENTS, CAREER EDUCATION, STATE OF THE ART REVIEWS, JOB SATISFACTION
THIS PAPER REVIEWS THE AVAILABLE RESEARCH ON THE COMPONENTS OF JOBS THAT LEAD TO SATISFACTION OR LACK OF IT IN THE JOB. IT DISCUSSES THE VOCATIONAL INTEREST RESEARCH AND THE WAY IT RELATES TO THE INTEREST IN WORK ISSUES. FINALLY IT NOTES WHAT RESEARCH STILL NEEDS TO BE DONE. (NG)
ERIC: EJ143995

959 DELINQUENCY HOW DO WE SNAP THE CHAIN FEB 74
SINGER, PHILIP B.;MILLER, NEAL
LAW IN AMERICAN SOCIETY;3:1:22-26
DELINQUENCY, DELINQUENT REHABILITATION, COUNSELING PROGRAMS, JUVENILE COURTS, REFERRAL, DUE PROCESS, YOUTH PROBLEMS, VOCATIONAL COUNSELING, REHABILITATION PROGRAMS, JOB PLACEMENT
PRETRIAL DIVERSION, THE ACT OF TAKING AN ACCUSED OFFENDER OUT OF THE USUAL CRIMINAL COURT SEQUENCE (TRIAL, SENTENCING, JAIL) BEFORE THE TRIAL ACTUALLY HAPPENS, IS EXEMPLIFIED BY PROJECT CROSSROADS IN WASHINGTON, D. C. (AUTHOR/JH)
ERIC: EJ095319

960 DELIVERING JOBS TO DRUG ADDICTS FEB 73
MANPOWER;5;2;15-20
DRUG ADDICTION, EMPLOYMENT PROGRAMS, MANPOWER DEVELOPMENT, REHABILITATION PROGRAMS, SERVICE WORKERS, NEW YORK CITY
MESSENGERS EARN WHILE THEY LEARN THE LIFE STYLE OF WORK. (EDITOR)
ERIC: EJ076974

961 A DELIVERY SYSTEM FOR EASY ACCESS TO CAREER INFORMATION. FEB 77
MINOR, CAROLE W.;AND OTHERS
NOTES: 15P.
CAREER PLANNING, CATALOGING, DECISION MAKING, DELIVERY SYSTEMS, GUIDES, INFORMATION SYSTEMS, LIBRARY SERVICES, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING
THE PURPOSE OF THIS PAPER IS TO DESCRIBE THE DEVELOPMENT AND OPERATION OF A UNIQUE CATALOGING AND ACCESS SYSTEM USED IN THE CURRICULAR-CAREER INFORMATION SERVICE (CCIS) AT FLORIDA STATE UNIVERSITY. ALTHOUGH THIS SYSTEM WAS DESIGNED TO SERVE A UNIVERSITY POPULATION IT COULD EASILY BE ADAPTED FOR USE IN SECONDARY SCHOOLS OR OTHER AGENCIES HAVING CAREER CENTERS. FOLLOWING A BRIEF OVERVIEW OF CCIS, A DETAILED DESCRIPTION OF THE CATALOGING AND CROSS-REFERENCING SYSTEM IS PRESENTED. THE CONCLUDING SECTION REVIEWS IMPLICATIONS FOR PRACTITIONERS WANTING TO DEVELOP SIMILAR SYSTEMS AT THEIR INSTITUTIONS. (AUTHOR)
ERIC: ED141675

962 DEMAND FOR ENGINEERS AND TECHNICIANS - 1968. DEC 69
ALDEN, JOHN D.
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION; NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., NEW YORK, N.Y.
NOTES: 43P.
EMPLOYMENT PATTERNS, ENGINEERING TECHNICIANS, ENGINEERS, JOB MARKET, JOB PLACEMENT, LABOR DEMANDS, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, PERSONNEL NEEDS, ENGINEERING MANPOWER COMMISSION
CONTAINED ARE THE RESULTS OF A SURVEY DESIGNED TO DETERMINE THE DEMAND FOR ENGINEERS AND TECHNICIANS IN INDUSTRY, EDUCATION AND GOVERNMENT IN JUNE-JULY, 1968. QUESTIONNAIRE RETURNS FROM 926 ORGANIZATIONS EMPLOYING A TOTAL OF 270,617 ENGINEERS AND TECHNICIANS CONSTITUTED THE BASIS FOR THE ANALYSIS. SOME OF THE MAJOR FINDINGS ARE THAT (1) LARGE ORGANIZATIONS EMPLOYED MOST OF THE TECHNICAL MANPOWER - 62% WERE WORKING FOR COMPANIES WITH 5,000 OR MORE EMPLOYEES, (2) 44% OF TECHNICAL PERSONNEL WERE WORKING IN 24 MAJOR

(CONT.)
962 METROPOLITAN AREAS, (3) IN TERMS OF INDUSTRY GROUP, MANUFACTURING PROVIDED 60.3% OF THE SAMPLE FOLLOWED BY GOVERNMENT (19.2%), NON-MANUFACTURING INDUSTRY (16.0%) AND EDUCATION (4.4%), AND (4) MORE THAN 60% OF THE RESPONDING EMPLOYERS ESTABLISH RECRUITING GOALS ON A REGULAR BASIS, MOST OFTEN DURING ONE PARTICULAR MONTH EACH YEAR. ALSO CONTAINED IS A DISCUSSION OF EMPLOYMENT BY CURRICULUM, EMPLOYMENT BY FUNCTION AND GROWTH OF ENGINEERING EMPLOYMENT. NUMEROUS STATISTICAL TABLES, CHARTS, AND BAR GRAPHS ARE INCLUDED. COPIES OF THE QUESTIONNAIRES USED IN THE SURVEY ARE ALSO INCLUDED. (LC)
ERIC: ED040039 ENGINEERING MANPOWER COMMISSION, ENGINEERS JOINT COUNCIL, 345 EAST 47TH ST., NEW YORK, N. Y. 10017 ($5.00)

963 DEMAND FOR SCIENTIFIC AND TECHNICAL MANPOWER IN ENERGY-RELATED INDUSTRIES UNITED STATES 1970-1985 OCT 74
GUTMANIS, IVARS;MCBRAYER, RITA A.;MCKENNA, RICHARD P.;KOTZ, RICHARD
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
GRANT NO. NSF-GR-32464
NOTES: FINAL REPT. 249P
MANPOWER DEMAND, ENERGY, INDUSTRIAL STRUCTURE, SCENARIOS, PRIORITIES, NTISNSFSRS
REQUIREMENTS FOR SCIENTISTS AND ENGINEERS IN THE DOMESTIC PROJECTION OF ENERGY IN 1985 MAY BE MORE THAN DOUBLE THAT OF 1970 IF DEPENDENCE ON FOREIGN SOURCES OF ENERGY WERE REDUCED TO 9 PERCENT FROM A PROJECTED 35-PERCENT LEVEL BASED ON HISTORIC TRENDS. REQUIREMENTS FOR SCIENTISTS AND ENGINEERS COULD RISE FROM ABOUT 140,000 IN 1970 TO 310,000 IN 1985. R AND D SCIENTISTS AND ENGINEERS IN ENERGY-RELATED SECTORS COULD INCREASE FROM 25,000 TO NEARLY 80,000. THE HIGHEST DEMAND BY INDUSTRY IN 1985 WOULD BE IN PETROLEUM AND NATURAL GAS EXTRACTION AND PETROLEUM REFINING, FOLLOWED BY ELECTRIC UTILITIES. THIS STUDY IS BASED ON ONE OF MANY POSSIBLE FUTURE ENERGY SCENARIOS AND INCLUDED ESTIMATES ONLY FOR THE FOLLOWING SELECTED INDUSTRIES ELECTRIC POWER GENERATION, TRANSMISSION AND DISTRIBUTION; PETROLEUM AND NATURAL GAS EXTRACTION, AND PETROLEUM REFINING; NATURAL GAS PRODUCTION, TRANSMISSION, AND DISTRIBUTION; COAL MINING; NUCLEAR POWER PRODUCTION AND RADICACTIVE WASTE DISPOSAL; MANUFACTURE OF SELECTED PRODUCERS DURABLE EQUIPMENT FOR ELECTRIC COMPANIES; AND ENERGY-RELATED CONSTRUCTION.
NTIS: PB-240 865/6ST NTIS PRICES PC$7.50/MF$2.25

964 THE DEMAND FOR SCIENTIFIC AND TECHNICAL MANPOWER IN SELECTED ENERGY-RELATED INDUSTRIES, 1970-85 A METHODOLOGY APPLIED TO A SELECTED SCENARIO OF ENERGY OUTPUT. A SUMMARY 1974
GUTMANIS, EVARS;GUILAND, L. STEPHEN;MCBRAYER, RITA A.;MCKENNA, RICHARD
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
GRANT NO. NSF-GR-32464
NOTES: SUMMARY REPT. 1970-85 35P
MANPOWER DEMAND, INDUSTRIAL STRUCTURE, ENERGY, SCENARIOS, PRIORITIES, NTISNSFSRS
A PREDICTION IS MADE THAT REQUIREMENTS FOR SCIENTISTS AND ENGINEERS IN THE DOMESTIC PROJECTION OF ENERGY IN 1985 MAY BE MORE THAN DOUBLE THAT OF 1970 IF DEPENDENCE ON FOREIGN SOURCES OF ENERGY IS REDUCED TO 9 PERCENT FROM A PROJECTED 35-PERCENT LEVEL BASED ON HISTORIC TRENDS. SOME STATISTICAL PROJECTIONS ARE DISCUSSED. THE HIGHEST DEMAND BY INDUSTRY IN 1985 WOULD APPEAR TO BE IN PETROLEUM AND NATURAL GAS EXTRACTION AND PETROLEUM REFINING, FOLLOWED BY ELECTRIC UTILITIES. THIS STUDY IS BASED ON ONE OF MANY POSSIBLE FUTURE ENERGY SCENARIOS AND INCLUDES ESTIMATES ONLY FOR THE FOLLOWING SELECTED INDUSTRIES ELECTRIC POWER GENERATION, TRANSMISSION AND DISTRIBUTION; PETROLEUM AND NATURAL GAS EXTRACTION, AND PETROLEUM REFINING; NATURAL GAS PRODUCTION, TRANSMISSION, AND DISTRIBUTION,; COAL MINING; NUCLEAR POWER PRODUCTION AND RADIOACTIVE WASTE DISPOSAL; MANUFACTURE OF SELECTED PRODUCERS DURABLE EQUIPMENT FOR ELECTRIC COMPANIES; AND ENERGY-RELATED CONSTRUCTION.
NTIS: PB-237 308/2ST NTIS PRICES PC$3.75/MF$2.25

965 THE DEMAND SIDE OF THE LABOR MARKET DEC 72
MANPOWER RESEARCH VISIBILITY;4;7;9;63-72
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, JOB MARKET, LABOR FORCE, LABOR MARKET, MANPOWER NEEDS, VOCATIONAL EDUCATION
DISCUSSES THE NEED TO OFFER TRAINING FOR JOBS WHERE STUDENTS CAN REALISTICALLY EXPECT TO FIND OPENINGS. MANPOWER RESEARCH VISIBILITY IS A SUPPLEMENT TO THE AMERICAN VOCATIONAL JOURNAL. (EDITOR/HU)
ERIC: EJ064005

966 DEMOCRATS CARTERIZE THEIR ECONOMIC STAND 1976
BUSINESS WEEK, NO.2438, JUNE 28, 1976, P. 25-26.
BUDGET, ECONOMICS, EMPLOYMENT POLICY, FINANCE, GOVERNMENT SPENDING, LABOR, POLITICS
EXAMINES SOME HIGH PRIORITY ITEMS IN THE DEMOCRATIC PARTY ECONOMIC PLANKS AND HOW THEY MIGHT BE FINANCED.
MGMT: BWE76F2425

967 DEMOGRAPHIC AND PSYCHOLOGICAL CHARACTERISTICS OF A GROUP OF WELFARE-VOCATIONAL REHABILITATION CLIENTS. 68
GILLIS, BENJAMIN F.
OREGON UNIV., PORTLAND. MEDICAL SCHOOL.
NOTES: 16P.
AGENCIES, COMMUNITY AGENCIES (PUBLIC), DEMOGRAPHY, PSYCHOLOGICAL CHARACTERISTICS, SOCIAL

(CONT.)

967 AGENCIES, SOCIAL WELFARE, STATISTICAL DATA, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, VOCATIONAL RETRAINING, VOCATIONAL TRAINING CENTERS, WELFARE, WELFARE AGENCIES, WELFARE SERVICES
BASED ON THE ASSUMPTION THAT DEMOGRAPHIC DATA REGARDING PERSONS WHO UTILIZE PUBLIC ASSISTANCE IS THE BEST STARTING POINT FOR EFFECTIVE PUBLIC ASSISTANCE PROGRAMS, THE AUTHOR EXAMINES SUCH DATA FOR SEVERAL GROUPS OF WELFARE-VOCATIONAL REHABILITATION CLIENTS. THE HAZARDS OF VIEWING THESE PEOPLE FROM THE ASPECTS OF EMOTIONAL PROBLEMS, CHARACTER DEFECTS, ETC., ARE EXPLAINED AND ILLUSTRATED. THE DEMOGRAPHIC VARIABLES OF AGE, SEX, MARITAL STATUS, LIVING ARRANGEMENT, NUMBER OF CHILDREN, RACE AND EDUCATION ARE DISCUSSED IN TERMS OF THE SELECTED GROUPS. SOME FACTORS WHICH COULD HAVE CONTRIBUTED TO THE GROUP CHARACTERISTICS ARE MENTIONED. THE INTENTION OF THE WHOLE DISCUSSION WAS TO SUGGEST THAT SUCH DEMOGRAPHIC VARIABLES CAN BE USED TO ASSESS THE PRESSURES, RESOURCES, LIABILITIES AND PROBLEM SOLVING STRATEGIES OF PUBLIC ASSISTANCE APPLICANTS, WITH NO NECESSARY RELIANCE ON TRADITIONAL TERMINOLOGY AND ASSESSMENT TECHNIQUES. ACTUAL DATA AND ELABORATE STATISTICAL ANALYSES WERE NOT PRESENTED AND, BY THE AUTHORS OWN ADMISSION, MORE ELABORATE MATHEMATICAL TECHNIQUES WOULD BE NECESSARY TO PRODUCE PRECISE AND USABLE KNOWLEDGE OF RELATIONSHIPS. (TL)
ERIC: ED039533

968 DEMOGRAPHIC AND UPWARD MOBILITY CONSIDERATIONS IN USING AN EQUAL EMPLOYMENT OPPORTUNITY MODEL. RESEARCH REPORT NO. 29. OCT 76
BURROUGHS, J. A. AND OTHERS
CARNEGIE-MELLON UNIV., PITTSBURGH, PA. SCHOOL OF URBAN AND PUBLIC AFFAIRS. DEPARTMENT OF THE NAVY, WASHINGTON, D.C. OFFICE OF NAVAL RESEARCH, ARLINGTON, VA. PERSONNEL AND TRAINING RESEARCH PROGRAMS OFFICE.
CONTRACT NO. N00014-76-C-0932
NOTES: 34P.; PAPER PRESENTED AT THE 1976 JOINT NATIONAL MEETING OF THE OPERATIONS RESEARCH SOCIETY OF AMERICA AND THE INSTITUTE OF MANAGEMENT SCIENCES (NOVEMBER 3-5, MIAMI, FLORIDA)
AFFIRMATIVE ACTION, DEMOGRAPHY, EQUAL OPPORTUNITIES (JOBS), LABOR MARKET, MATHEMATICAL MODELS, OBJECTIVES, OCCUPATIONAL MOBILITY, ORGANIZATIONS (GROUPS), PERSONNEL MANAGEMENT, PERSONNEL POLICY, POLICY FORMATION, PROGRAM PLANNING, NAVY, UNITED STATES
THIS PAPER EXTENDS PREVIOUS NUMERICAL RESULTS OF THE FLEXIBLE EQUAL EMPLOYMENT OPPORTUNITY (FEEO) MODEL, A GOAL PROGRAMING MODEL (DEVELOPED BY A. CHARNES, W. W. COOPER, K. A. LEWIS, AND R. J. NIEHAUS) CONSISTING OF MARKOFF TRANSITION ELEMENTS IMBEDDED IN A GOAL PROGRAMING FRAMEWORK WITH PRIORITIES THAT ALLOW FOR ELEMENT ALTERATION TO PROVIDE THE ORGANIZATIONAL FLEXIBILITY (IN POLICIES OF PROMOTION, RECRUITMENT, AND TRAINING) NECESSARY TO ACHIEVE LONG-RANGE EQUAL EMPLOYMENT OPPORTUNITY (EEO) GOALS WHILE STILL PRESERVING THE HIGH PRIORITY OF MEETING THE SHORTER RANGE DAY-TO-DAY OPERATING GOALS OF THE ORGANIZATION. IN THE FIRST SECTION OF THE PAPER EEO GOAL-SETTING PROCEDURES ARE DOCUMENTED. FOCUS IS ON DEMOGRAPHIC CONSIDERATIONS (MAKING GOALS REALISTIC FROM THE LABOR MARKET POINT OF VIEW) AND UPWARD MOBILITY (CONSIDERATION OF AFFIRMATIVE ACTION POLICIES FOR THE INTERNAL STAFF). A SECOND SECTION PROVIDES A NUMERICAL EXAMPLE WITH ACTUAL NAVY DATA OF THE EXTENDED VERSION OF THE MODEL THROUGH WHICH INTERNAL PROMOTION AND UPWARD MOBILITY CONSIDERATIONS CAN BE EVALUATED EXPLICITLY. A DISCUSSION IS THEN PROVIDED OF THE IMPLEMENTATION AND CONTINUING RESEARCH POSSIBILITIES. (JT)
ERIC: ED137587

969 DEMONSTRATE TRANSDISCIPLINARY TRAINING AND OPERATIONS 1974
UNITED CEREBRAL PALSY OF NEW YORK, INC. SOCIAL AND REHABILITATION SERVICE, WASHINGTON, D.C.
GRANT NO. SRS-56-71099
NOTES: FINAL REPT. 124P
MENTAL DEFICIENCY, SPECIALIZED TRAINING, MENTAL HEALTH CARE, HEALTH MANPOWER EDUCATION, MENTALLY RETARDED PERSONS, APPENDICES, DISABLED PERSONS, TEAM TRAINING, SOCIAL WORKERS, EDUCATORS, NTISHEWRSA
THE PURPOSE OF THE PROJECT DIRECTED BY UNITED CEREBRAL PALSY ASSOCIATIONS WAS TO DEMONSTRATE TRANSDISCIPLINARY TRAINING AND OPERATIONS AS USED IN THE CARE OF THE SEVERELY DEVELOPMENTALLY DISABLED. FOUR TRANSDISCIPLINARY TEAMS PARTICIPATED IN THE TRAINING EFFORTS (1) THE WORCESTER REGIONAL CENTER AT SHREWSBURY, MASSACHUSETTS, (2) THE ROSEWOOD CENTER IN MARYLAND, (3) THE EBENSBURG STATE SCHOOL IN PENNSYLVANIA AND (4) THE LYNCHBURG TRAINING SCHOOL AND HOSPITAL IN VIRGINIA. THE TRAINING HAD FOUR PHASES, THE LAST ONE BEING SELF-EVALUATION AND FEEDBACK. ALL TEAMS AGREED THAT THEY HAD MADE SOME PROGRESS. BASED ON THE SUCCESS OF THE PROGRAM, OTHER INSTITUTIONS HAVE STARTED SIMILAR EFFORTS.
NTIS: PB-256 997/0ST NTIS PRICES PC$5.50/MF$3.00

970 DEMONSTRATION OF MANPOWER DEVELOPMENT CENTERS IN NORTH CAROLINA JAN 72
MANPOWER RESEARCH VISIBILITY;4;7;1;83-88
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, PREVOCATIONAL EDUCATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, UNDEREMPLOYED, VOCATIONAL TRAINING CENTERS, NORTH CAROLINA
MANPOWER RESEARCH VISIBILITY IS A SUPPLEMENT TO AMERICAN VOCATIONAL JOURNAL. (S3)
ERIC: EJ050085

971 A DEMONSTRATION ON-THE-JOB TRAINING PROGRAM FOR SEMI-PROFESSIONAL PERSONNEL IN YOUTH EMPLOYMENT PROGRAMS. FINAL REPORT. 66
COHEN, ELI E.;AND OTHERS
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, NEW YORK, N.Y. OFFICE OF MANPOWER, AUTOMATION AND TRAINING (DEPT. OF LABOR), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 84P.
CHANGING ATTITUDES, DEMONSTRATION PROJECTS, EDUCATIONAL PROGRAMS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, OCCUPATIONAL INFORMATION, PERSONNEL SELECTION, STAFF ROLE, SUBPROFESSIONALS, TASK ANALYSIS, YOUTH AGENCIES, YOUTH EMPLOYMENT
TO DEMONSTRATE THE VALUE OF EMPLOYING INDIGENOUS ADULTS AS SEMI-PROFESSIONAL WORKERS IN YOUTH EMPLOYMENT PROGRAMS OR AGENCIES, THIS PROGRAM WAS CONDUCTED BETWEEN NOVEMBER 1964 AND DECEMBER 1965 IN NEW YORK CITY. SIXTY MALE AND FEMALE ADULTS AGED 22 OR OLDER WERE CAREFULLY SELECTED, TO PARTICIPATE IN 12 WEEKS OF TRAINING WITH NO GUARANTEE OF SUBSEQUENT EMPLOYMENT. TRAINING CONSISTED OF A COMBINATION OF ON-THE-JOB TRAINING, FIELD TRIPS, AND CLASSROOM DISCUSSION AND EVALUATION. GENERAL GOALS WERE (1) IDENTIFYING TASKS THAT CAN BE PERFORMED BY SEMI-PROFESSIONAL PERSONNEL, (2) DEVELOPING METHODS TO IDENTIFY ADULTS WHO CAN SUCCEED IN THIS FIELD, (3) DEVELOPING A TRAINING PROGRAM, AND (4) EFFECTING CHANGES IN ATTITUDES AND DEGREE OF INVOLVEMENT ON THE PART OF PROFESSIONALS AND INSTITUTIONS. CONCLUSIONS INCLUDED (1) WHEN FIRST HIRED, THE NONPROFESSIONAL WORKER NEEDS A HIGHLY STRUCTURED WORK SITUATION, (2) THE NONPROFESSIONAL SHOULD BE RESPONSIBLE TO ONLY ONE PERSON IN AN AGENCY, AND (3) PROFESSIONAL SCHOOLS AND ASSOCIATIONS NEED TO EXPLORE THE PROBLEM OF PROFESSIONAL SUPERVISION OF NONPROFESSIONALS. APPENDIXES INCLUDE TRAINEE CHARACTERISTICS, JOB DESCRIPTIONS, LISTS OF PARTICIPATING AGENCIES, AND COPIES OF THE TRAINING SCHEDULE AND FORMS USED. (ET)
ERIC: ED026774

972 A DEMONSTRATION PROGRAM TO RELOCATE, STABILIZE AND UPGRADE PUERTO RICAN MIGRANT WORKERS 15 SEP 69
PUERTO RICO DEPT. OF LABOR, NEW YORK. MIGRATION DIV.
CONTRACT NO. OL-82-41-69-12
NOTES: FINAL REPT. 82P
PERSONNEL MANAGEMENT, ETHNIC GROUPS, EMPLOYMENT, RECRUITING, PUERTO RICANS, DEMONSTRATION PROGRAMS, JOB DEVELOPMENT, MIGRANT WORKERS
THE PRIMARY AIM OF THE PROJECT WAS TO TEST THE OPERATIONAL FEASIBILITY OF AN INTER-AREA NETWORK TO RECRUIT AND SETTLE MIGRANT WORKER GROUPS OF PUERTO RICAN BACKGROUND IN NONURBAN COMMUNITIES. THE PROJECT ATTEMPTED TO LOCATE AND INTERVIEW WORKERS AND THEIR FAMILIES IN THE MIGRANTS STREAM, DEVELOP PERMANENT EMPLOYMENT OPPORTUNITIES, AND PREPARE THE MIGRANTS AND THEIR NEW HOME COMMUNITIES FOR THE IMPACT OF THIS NEW RELATIONSHIP. (DLMA ABSTRACT)
NTIS: PB-199 415 NTIS PRICES PC$3.00 MF$0.95

973 DEMONSTRATION PROJECT FOR INSTITUTIONALIZING THE UPGRADING OF THE DISADVANTAGED. MISCELLANEOUS SERIES NO. 24. NOV 76
PENNSYLVANIA UNIV., PHILADELPHIA. WHARTON INDUSTRIAL RESEARCH UNIT. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. OL-21-42-75-01
NOTES: 324P.
ADMINISTRATIVE PERSONNEL, DEMONSTRATION PROJECTS, DISADVANTAGED GROUPS, EVALUATION METHODS, INDUSTRY, JOB SKILLS, PERSONNEL EVALUATION, PERSONNEL SELECTION, PROMOTION (OCCUPATIONAL), SUPERVISORS, VALIDITY
TWO INDUSTRIAL PROGRAMS DESIGNED TO VALIDLY SELECT EMPLOYEES FOR FIRST LINE SUPERVISORY POSITIONS ARE EXAMINED IN ORDER TO DETERMINE THE CAPABILITY OF THESE SELECTION PROGRAMS TO INSTITUTIONALIZE THE UPWARD MOBILITY OF THE DISADVANTAGED INTO MANAGEMENT POSITIONS. ONE PROGRAM ANALYZED--ASSESSMENT CENTER--IS A SELECTION PROCESS SPECIFICALLY DESIGNED FOR THE IDENTIFICATION OF PERSONS WITH MANAGERIAL AND SUPERVISORY POTENTIAL. THE SECOND PROGRAM ANALYZED IS A SYSTEMATIC METHOD FOR DEVELOPING SELECTION TOOLS AND PROCEDURES. THE DISCUSSION AND ANALYSIS OF THE ASSESSMENT CENTER METHOD IS PRESENTED IN EIGHT CHAPTERS, WHICH COVER THE PITFALLS AND VALUE OF THE ASSESSMENT METHOD, HISTORY OF THE ASSESSMENT PROCESS, A COMPLETE DESCRIPTION OF MICHIGAN BELLS PERSONNEL ASSESSMENT PROGRAM, ISSUES IN ASSESSMENT, APPLICATIONS OF ASSESSMENT, THE VALIDITY OF THE ASSESSMENT CENTER METHOD, AND CONCLUSIONS AND RECOMMENDATIONS. THE DISCUSSION AND ANALYSIS OF THE PERFORMANCE ANALYSIS METHOD IS PRESENTED IN FOUR CHAPTERS, WHICH COVER ITS BACKGROUND, CONCEPT, PROCESS, DEMONSTRATION PROJECTS, AND CONCLUSION. RESULTS OF THE ANALYSES SHOW THAT BOTH PROGRAMS REPRESENT FORMAL AND SYSTEMATIC WAYS OF IDENTIFYING AND SELECTING EMPLOYEES FOR ENTRY LEVEL MANAGEMENT POSITIONS. IT IS ALSO NOTED THAT UPGRADING IS INEXTRICABLY INTERTWINED WITH SELECTION, AND EFFORTS TO ACHIEVE THE UPWARD MOBILITY OF DISADVANTAGED GROUPS MUST TAKE INTO ACCOUNT THE CHARACTERISTICS OF THOSE TO BE UPGRADED AND THE CHARACTERISTICS OF THE JOB TO BE FILLED. (SH)
ERIC: ED142686 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($5.00)

974 DEMONSTRATION PROJECT ON DEVELOPING ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR PARAPROFESSIONALS. PHASE II. JULY 1970-DECEMBER 1973. FINAL REPORT. 31 MAY 74
LESH, SEYMOUR;AND OTHERS
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 107P.
ADULT EDUCATION PROGRAMS, ADULT VOCATIONAL EDUCATION, CHILD DEVELOPMENT, CREDENTIALS,

(CONT.)

974 DRUG ADDICTION, EMPLOYMENT, HUMAN SERVICES, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MODELS, NURSING, OCCUPATIONAL MOBILITY, OCCUPATIONAL THERAPY, PERSONNEL POLICY, PUBLIC HEALTH, QUALIFICATIONS, TEACHING, WORK EXPERIENCE, PARAPROFESSIONALS

THIS DEMONSTRATION AIMS AT ELIMINATING MAJOR OBSTACLES BLOCKING CAREER ADVANCEMENT OF HUMAN SERVICE PARAPROFESSIONALS. IT SEEKS TO DEVELOP NEW OPTIONS FOR UPGRADING WORKERS IN FOUR OCCUPATIONS :ADDICTION SERVICES, CHILD DEVELOPMENT, OCCUPATIONAL THERAPY, AND TEACHING. THE POLICIES AND PRACTICES OF EDUCATIONAL INSTITUTIONS, EMPLOYERS, UNIONS, PROFESSIONAL ASSOCIATIONS, CREDENTIALLING BODIES, ET AL., WHICH HINDER UPGRADING OF LOWLEVEL EMPLOYEES, ARE INVESTIGATED AND, WHERE POSSIBLE, ALTERED. THE MAJOR THRUSTS ARE TO MAKE CREDENTIALS MORE RELEVANT TO JOB DUTIES: GIVE GREATER CREDIT FOR WORK AND LIFE EXPERIENCE: FOSTER MOBILITY AMONG HUMAN SERVICE OCCUPATIONS: AND MAKE IT POSSIBLE FOR PARAPROFESSIONALS TO OBTAIN EDUCATION AND TRAINING WHILE FULLY EMPLOYED. (INCLUDED IS AN APPENDIX OF OCCUPATIONS CONSIDERED BUT NOT SELECTED.) (AUTHOR)

ERIC: ED095413 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

975 DEMONSTRATION PROJECT TO DESIGN, DEVELOP AND TEACH A MODEL HEALTH CARE CAREER PROGRAM FOR THE NEIGHBORHOOD YOUTH CORPS. 15 JUN 73

ORTH, CHARLES D., III:JACOBS, FREDERIC

CAREER DEVELOPMENT INTERNATIONAL, INC., WESTON, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 56P.

CAREER PLANNING, DEMONSTRATION PROJECTS, ECONOMICALLY DISADVANTAGED, HEALTH OCCUPATIONS EDUCATION, MODELS, ON THE JOB TRAINING, PART TIME JOBS, PROGRAM EVALUATION, URBAN YOUTH, VOCATIONAL COUNSELING, WORK ATTITUDES, YOUTH EMPLOYMENT, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS

THE REPORT COVERS A SEVENTEEN MONTH DEMONSTRATION PROJECT TO DESIGN, DEVELOP AND TEACH A HEALTH CARE CAREER-ORIENTED PROGRAM FOR 60 ENROLLEES OF THE NEIGHBORHOOD YOUTH CORPS IN CAMBRIDGE, MASSACHUSETTS. THE REPORT CONCLUDES ON WHETHER THE CONCEPT OF A LONG-TERM CAREER ORIENTED PROGRAM FITS THE EXPERIENCE OR PERCEPTIONS OF ENROLLEES AND NYC STAFF, AND OFFERS AN ALTERNATIVE CAREER MODEL FOR THE NYC. THE AUTHORS RECOMMEND THAT CAREER-ORIENTATION, IMPLEMENTED THROUGH A REVISED MODEL, SHOULD BE AN IMPORTANT, CHANGED, MISSION FOR THE NEIGHBORHOOD YOUTH CORPS. (NTIS)

ERIC: ED081899 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 456, MF $1.45, HC $3.00)

976 A DEMONSTRATION RURAL ECONOMIC DEVELOPMENT PROGRAM APR 71

SOUTH EAST ALABAMA SELF-HELP ASSOCIATION, INC. TUSKEGEE, ALA.

CONTRACT NO. EDA-9-35234

NOTES: EDA-04-6-09146

ECONOMIC DEVELOPMENT, ALABAMA, ECONOMIC ANALYSIS, ECONOMIC DEVELOPMENT, RURAL AREAS, ECONOMIC DEVELOPMENT, TECHNICAL ASSISTANCE, SMALL BUSINESS, JOB CREATION, MINORITY BUSINESSES, BUSINESS COUNSELING, EXECUTIVE DEVELOPMENT

THE STUDY DESCRIBES ASSISTANCE TO 12 RURAL ALABAMA COUNTIES IN DEVELOPING A SOUND ECONOMIC SYSTEM. THE DEMONSTRATION PROGRAM IS EXPECTED TO SERVE PARTICIPATING AGENCIES AS A MODEL FOR SIMILAR PROGRAMS IN OTHER SECTIONS OF THE COUNTRY. SOUTH EAST ALABAMA SELF-HELP ASSOCIATION WAS AWARDED A GRANT TO HELP PUBLIC AND PRIVATE AGENCIES OPERATE PROGRAMS OF BENEFIT TO AREA LOW-INCOME FAMILIES. HELP WAS EFFECTED THROUGH AN ECONOMIC PROFILE, LABOR MARKET STUDY, LAND PROCUREMENT, HOUSING PROJECT PROPOSALS AND A DISCUSSION OF LEGAL AID. TOKEN EMPLOYMENT OF BLACKS, LACK OF INVESTMENT CAPITAL, AND LACK OF TRAINED WORKERS ARE DISCUSSED AS PROBLEMS TO BE RESOLVED. THE STUDY INCLUDES A NEW VENTURE CHECKLIST, A GOING CONCERN INVESTMENT CHECKLIST, AND AN AREA MARKET SURVEY OF POLYETHLENE FILM POTENTIAL. (AUTHOR)

NTIS: COM-71-00540 NTIS PRICES PC$3.00 MF$0.95

977 A DEMONSTRATION TRAINING PROGRAM FOR POTENTIAL SCHOOL DROPOUTS. A SERVICE STATION TRAINING SCHOOL FOR DROPOUT-PRONE STUDENTS. AUG 68

BULL, MARVIN H.:MOORE, RICHARD O.

QUINCY PUBLIC SCHOOL DISTRICT NO. 172, ILL.: SOUTHERN ILLINOIS UNIV., EDWARDSVILLE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.

CONTRACT NO. OEC-5-85-053

NOTES: 82P.

CONTROL GROUPS, DEMONSTRATION PROGRAMS, DROPOUT PREVENTION, JOB PLACEMENT, JOB TRAINING, PERFORMANCE, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, STUDENT ATTITUDES, STUDENT EVALUATION, TRAINING LABORATORIES, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, CURRICULUM DEMONSTRATION PROGRAM, ILLINOIS, QUINCY PUBLIC SCHOOLS, SERVICE STATION TRAINING SCHOOL

ONE PHASE OF THE CURRICULUM DEMONSTRATION PROGRAM SPONSORED JOINTLY BY THE QUINCY PUBLIC SCHOOLS AND SOUTHERN ILLINOIS UNIVERSITY IS THE SERVICE STATION TRAINING SCHOOL DESCRIBED WITHIN THIS REPORT. THE SERVICE STATION TRAINING SCHOOL WAS ONE OF SEVERAL SHELTERED WORK STATIONS WHICH WERE DEVELOPED TO PROVIDE PREEMPLOYMENT EXPERIENCES AND TRAINING FOR DROPOUT PRONE STUDENTS. OBJECTIVES OF THE PROGRAM INCLUDED (1) REDUCTION OF DROPOUT RATE BY MAKING IN-SCHOOL EXPERIENCES MORE MEANINGFUL, (2) PREEMPLOYMENT CLASSROOM TRAINING PRIOR TO ACTUAL NEED FOR EMPLOYMENT, (3) AN OPPORTUNITY TO EMPHASIZE DESIRABLE WORK HABITS AND ATTITUDES, AND (4) MOTIVATION OF THE STUDENT BY PROVIDING A WAGE EARNING OPPORTUNITY IN CONNECTION WITH HIS SCHOOL EXPERIENCE. THE SERVICE STATION TRAINING SCHOOL HAS SERVED APPROXIMATELY 100 STUDENTS SINCE ITS BEGINNING- - APPROXIMATELY 30 WITHIN ANY ONE SCHOOL YEAR. FOLLOWUP OF STUDENTS COMPLETING THE PROGRAM INDICATE THAT ONLY THREE ARE EMPLOYED IN WORK ALLIED TO THE SERVICE STATION: HOWEVER,

(CONT.)
977 NONE ARE LISTED AS UNEMPLOYED. (CM)
ERIC: ED026526

978 DEMONSTRATIONAL FEATURES OF THE TUSKEGEE INSTITUTE RETRAINING PROJECT, VOLUME I. 1 SEP 65
TUSKEGEE INST., ALA.
NOTES: 148P.
ADULT BASIC EDUCATION, COLLEGE PROGRAMS, DISADVANTAGED GROUPS, EDUCATIONAL BACKGROUND, FOLLOWUP STUDIES, HEALTH SERVICES, JOB PLACEMENT, JOB SKILLS, MANPOWER DEVELOPMENT, RECRUITMENT, RESEARCH, RESIDENTIAL PROGRAMS, RURAL AREAS, VOCATIONAL COUNSELING, VOCATIONAL RETRAINING, ALABAMA, TUSKEGEE INSTITUTE
THIS 52-WEEK TUSKEGEE INSTITUTE PROJECT, UNDERTAKEN IN 1964 TO TRAIN A SAMPLE OF CULTURALLY DEPRIVED MALE HEADS OF HOUSEHOLDS IN ALABAMA, INCLUDED VOCATIONAL SKILLS (BRICKMASONRY, CARPENTRY, FARM MACHINERY, AND MEAT PROCESSING), ACADEMIC SKILLS (MATHEMATICS, ENGLISH, AND REMEDIAL READING), GROUP, INDIVIDUAL, AND FAMILY COUNSELING, MEDICAL CARE, AND JOB DEVELOPMENT, PLACEMENT, AND FOLLOWUP SERVICES. FIFTY PERCENT OF THE TRAINEES LIVED ON CAMPUS WHILE THE OTHERS COMMUTED. INTENSIVE TEACHING AND COUNSELING WERE NEEDED SINCE MOST TRAINEES WERE FUNCTIONING AT OR BELOW THE EIGHTH GRADE LEVEL AND WERE BEING BROUGHT INTO A BASICALLY ALIEN ENVIRONMENT. THE TRAINEES, ALMOST ALL AGED 21-50, WERE GROUPED BY LEARNING POTENTIAL, AND SPECIAL ACADEMIC COURSES WERE DESIGNED FOR EACH SKILL. LECTURES, FILMS, AND FIELD TRIPS WERE ALSO PROVIDED. TRAINEE AUTOBIOGRAPHIES, CLASS DAY AND GRADUATION ACTIVITIES, EXHIBITS, PARTICIPATION IN HIGH SCHOOL EQUIVALENCY EXAMINATIONS, AND THE JOB PLACEMENT RATE (121 OUT OF 166 BY SEPTEMBER 1965) WERE GENERALLY INDICATIVE OF PROGRAM SUCCESS. RESIDENT TRAINEES PERFORMED SIGNIFICANTLY BETTER, HAD LESS ABSENTEEISM AND FEWER PERSONAL PROBLEMS, AND SHOWED MORE REGARD FOR PERSONAL CHARACTERISTICS, THAN NONRESIDENTS. (LY)
ERIC: ED022083

979 DEMYTHOLOGIZING FULL EMPLOYMENT 1976
BELL, C.S.
ADHERENT, VOL.3, NO.3, DEC 1976, P. 24-26.
ECONOMICS, FULL EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, HUMAN RESOURCE INVENTORY, LABOR FORCE
ARGUES THAT FULL EMPLOYMENT SHOULD BE A GOAL OF THE FEDERAL GOVERNMENT AND THAT THIS SHOULD NOT BE DEFINED IN TERMS OF A SPECIFIC PERCENTAGE OF UNEMPLOYMENT. ALSO ARGUES FOR A MORE ACCURATE MEASURE OF THE LABOR SUPPLY.
MGMT: ADH76L0024

990 DENTAL ASSISTANT (MEDICAL SER.) 079.378--DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 29P.
APTITUDE TESTS, CUTTING SCORES, DENTAL ASSISTANTS, EVALUATION CRITERIA, HEALTH SERVICES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PARAMEDICAL OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063368

991 DENTAL HYGIENIST 079-364 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. JUL 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, DENTAL HYGIENISTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

(CONT.)

991 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060093

992 DENTAL-LABORATORY TECHNICIAN (MEDICAL SER.) 712.381--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 21P.
APTITUDE TESTS, CUTTING SCORES, DENTAL TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED065631

993 DENTIST 072.108 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY, FINAL REPORT. JUN 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, DENTISTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060098

994 DENVER YOUTH PEOPLE/WITH PEOPLE/FOR PEOPLE NOV 71
OPPORTUNITY;1;8;30-33
DISADVANTAGED YOUTH, FEDERAL PROGRAMS, LOW INCOME GROUPS, MEXICAN AMERICANS, YOUTH CLUBS, YOUTH EMPLOYMENT, YOUTH LEADERS, YOUTH PROGRAMS, COLORADO, DENVER
ERIC: EJ049366

995 DEPARTMENT HEAD-BUYER (RET. TR.) 299.138--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MERCHANDISING, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RETAILING, TEST RELIABILITY, TEST VALIDITY, DEPARTMENT HEAD BUYER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068551

936 DEPARTMENT OF DEFENSE TRAINING A STOREHOUSE OF RESOURCES MAY 72
ICE, ALTON O.
AMERICAN VOCATIONAL JOURNAL;47;5;20-23
COMMUNITY RESOURCES, EDUCATIONAL PROGRAMS, EDUCATIONAL RESOURCES, INFORMATION UTILIZATION, RESOURCE ALLOCATIONS, TEACHING METHODS, TEACHING TECHNIQUES, VOCATIONAL EDUCATION
MILITARY TRAINING PROGRAMS INVOLVE SOME OF THE MOST ADVANCED AND SOPHISTICATED TECHNIQUES. MANY CAN BE MESHED WITH THOSE OF THE CIVILIAN EDUCATION COMMUNITY AT SIGNIFICANT SAVINGS OF D
ERIC: EJ058243

937 DEPLETING WELFARE ROLES--A STUDY OF WELFARE RECIPIENTS. DEC66
PEARCE, FRANK C.
MODESTO JUNIOR COLL., CALIF.
NOTES: 71P.
CHANGING ATTITUDES, ECONOMIC RESEARCH, EDUCATIONAL BACKGROUND, EDUCATIONAL PROGRAMS, EMPLOYMENT EXPERIENCE, FAMILY STATUS, FINANCIAL NEEDS, FINANCIAL SUPPORT, INDIVIDUAL DEVELOPMENT, MOTIVATION, NEGATIVE ATTITUDES, PART TIME JOBS, PREVOCATIONAL EDUCATION, RESEARCH METHODOLOGY, STATISTICAL DATA, UNEMPLOYED, VOCATIONAL EDUCATION, WELFARE, GENERAL APTITUDE TEST BATTERY, MODESTO, NEW HOPE PROJECT, STANISLAUS COUNTY MULTI OCCUPATIONAL ADULT TRAINING PROJECT
THIS REPORT, THE EIGHTH IN A SERIES OF STUDIES ON THE NEW HOPE PROJECT, DISCUSSES THE PROJECTS EFFECT ON THE WELFARE ROLLS OF STANISLAUS COUNTY, CALIFORNIA. NEW HOPE PROPOSES TO EDUCATE WELFARE RECIPIENTS BY MODIFYING THEIR ATTITUDES AND DEVELOPING SKILLS NECESSARY FOR THEM TO BECOME CONTINUOUSLY EMPLOYED. INSTRUCTION INCLUDES BASIC EDUCATION, VOCATIONAL TRAINING, AND PERSONAL DEVELOPMENT CLASSES. THE INFORMATION AND ENSUING DISCUSSIONS PRESENTED IN THIS REPORT (1) DETERMINE IF THE PROGRAM AFFECTS WELFARE ROLLS IN ANY WAY, (2) SURVEY THE AMOUNTS OF THE FINANCIAL NEEDS OF AND THE WELFARE GRANTS TO TRAINEES BEFORE, DURING, AND AFTER EDUCATION, (3) EXAMINE THE TOTAL AMOUNT THAT THIS PROJECT SAVED PUBLIC FUNDS DURING ITS 1ST YEAR SINCE SOME PARTICIPANTS LEFT THE WELFARE ROLLS AFTER INSTRUCTION AND OTHERS REDUCED THEIR GRANTS THROUGH PART-TIME WORK, AND (4) IDENTIFY THOSE FACTORS WHICH DIFFERENTIATE INDIVIDUALS WHO LEFT WELFARE ROLLS AFTER TRAINING FROM THOSE WHO STAYED ON. IN PRESENTING THIS INFORMATION, THE REPORT DISCUSSES THE TRAINEES EDUCATIONAL BACKGROUNDS, EMPLOYMENT EXPERIENCE, FAMILY SIZE, PERFORMANCE ON THE GENERAL APTITUDE TEST BATTERY, AND PREVOCATIONAL TRAINING. (CL)
ERIC: ED012210

938 THE DEPRESSED AREA AND LABOR MOBILITY THE EASTERN KENTUCKY CASE 69 F
SANDERS, JOHN
J HUM RESOURCES;4;4;437-450
DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC FACTORS, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, LABOR ECONOMICS, LABOR MARKET, MIGRANT EMPLOYMENT, MIGRANT WORKERS, MIGRATION PATTERNS, OCCUPATIONAL MOBILITY, RURAL AREAS
CROSS SECTIONAL ANALYSIS OF MIGRATION DATA. FINDINGS SUPPORTED THE HYPOTHESIS THAT MIGRANT WORKERS RETURNED TO RURAL AREAS DUE TO THEIR INABILITY TO FIND OTHER THAN MARGINAL EMPLOYMENT IN INDUSTRIAL AREAS. (AUTHOR/AP)
ERIC: EJ010569

939 DEPRESSION, UNEMPLOYMENT, UNION WAGE RIGIDITY AND EMPLOYMENT SUBSIDIES 1977
BURTON, J.
INTERNATIONAL JOURNAL OF SOCIAL ECONOMICS, VOL.4, NO.1, 1977, P. 25-31. BIBLOG. 13
ECONOMIC THEORY, ECONOMICS, FEDERAL GOVERNMENT, GOVERNMENT INTERVENTION, SUBSIDIES, UNEMPLOYMENT, UNIONS, WAGES
ALTHOUGH GOVERNMENT SUBSIDIES TO BUSINESS MAY HELP REDUCE UNEMPLOYMENT, DUE TO UNION WAGE DEMANDS, IN THE SHORT RUN, IN THE LONG RUN, SUCH A POLICY WILL NOT WORK.
MGMT: IJ57740025

940 DEPRIVED URBAN YOUTH AN ECONOMIC AND CROSS-CULTURAL ANALYSIS OF THE UNITED STATES, COLOMBIA AND PERU. 75
WALTER, JOHN P.;AND OTHERS
NOTES: 147P.; PRAEGER SPECIAL STUDIES IN U.S. ECONOMIC, SOCIAL, AND POLITICAL ISSUES SERIES
AMERICAN INDIANS, COMPARATIVE ANALYSIS, CROSS CULTURAL STUDIES, CULTURAL DIFFERENCES, DISADVANTAGED YOUTH, DROPOUTS, EDUCATIONAL ECONOMICS, ENROLLMENT TRENDS, HEALTH NEEDS, HUMAN CAPITAL, LABOR ECONOMICS, LABOR FORCE NONPARTICIPANTS, LABOR SUPPLY, MEXICAN AMERICANS, MINORITY GROUPS, NEGROES, SOCIOECONOMIC BACKGROUND, SOCIOECONOMIC INFLUENCES, SOCIOECONOMIC STATUS, URBAN YOUTH, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROBLEMS, YOUTH PROGRAMS, NEVADA, PAIUTES, PERU (TRUJILLO), TEXAS (DALLAS)
THIS BOOK ANALYZES IN DETAIL THE VARIOUS ECONOMIC AND SOCIOECONOMIC FACTORS THAT AFFECT DEPRIVED URBAN YOUTH IN FIVE CULTURES. VARIOUS POSSIBLE HYPOTHESES AND VARIABLES THAT INFLUENCE YOUTH TO ENROLL IN SCHOOL, PARTICIPATE IN THE LABOR FORCE, OR REMAIN INACTIVE ARE MEASURED. AMONG THE SELECTED VARIABLES THAT ARE EXAMINED ARE ENROLLMENT ASPECTS; LABOR FORCE PARTICIPATION; INACTIVE STATUS; SOURCES OF ENTREPRENEURSHIP OF DEPRIVED YOUTH; NUTRITIONAL DETERMINANTS OF DEPRIVED YOUTH; DETERMINANTS OF DEPRIVED YOUTHS UTILIZATION OF MEDICAL FACILITIES; AND, CULTURAL DIFFERENCES OF DEPRIVED URBAN YOUTH. AN OVERVIEW CHAPTER EXAMINES IN A NON-STATISTICAL MANNER THE CONCLUSIONS REACHED, AND WEIGHTS THEIR IMPORTANCE AND IMPLICATIONS FOR URBAN DEPRIVED YOUTH. A FINAL CHAPTER ON POLICIES AND PROGRAMS STUDIED PAST ECONOMIC PROGRAMS DESIGNED TO AID THE YOUTH IN HIS URBAN ENVIRONMENT. BOTH THE STRONG POINTS AND SHORTCOMINGS OF PAST PROGRAMS ARE EXPOSED

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990 IN A DISCUSSION OF ALTERNATIVE PROGRAMS AND POLICY RECOMMENDATIONS TO MOVE THE DEPRIVED URBAN YOUTH INTO THE MAINSTREAM. A DISCUSSION OF THE SOCIAL COST IMPLICATIONS OF OVERLOOKING THIS VAST RESERVE OF FUTURE SUPPLY OF HUMAN CAPITAL IS ALSO INCLUDED. A MAJOR FINDING IS THAT THE SOCIAL AND PSYCHOLOGICAL ATTITUDES THAT MOLD A YOUTHS VIEW TOWARDS LIFE PLAY A LARGER ROLE THAN ECONOMIC FACTORS IN HIS DECISION TO WORK OR NOT. (AUTHOR/AM)
ERIC: ED118695 PRAEGER PUBLISHERS, 111 FOURTH AVENUE, NEW YORK, NEW YORK 10003 ($14.00, CLOTH)

991 THE DERIVATION, ANALYSIS, AND CLASSIFICATION OF INSTRUCTIONAL OBJECTIVES. MAY66
AMMERMAN, HARRY L. :MELCHING, WILLIAM H.
GEORGE WASHINGTON UNIV., ALEXANDRIA, VA. HUMAN RESOURCES RESEARCH OFFICE.
BIBLIOGRAPHIES, COURSE OBJECTIVES, INSTRUCTIONAL DESIGN, JOB SKILLS, LEARNING PROCESSES, MILITARY SCIENCE, PROGRAMED INSTRUCTION, STUDENT MOTIVATION, TASK PERFORMANCE, TEACHING PROCEDURES, TRAINING TECHNIQUES, ALEXANDRIA
THIS REPORT EXAMINES THE METHODS, TERMS, AND CRITERIA ASSOCIATED WITH THE DETERMINATION OF STUDENT PERFORMANCE OBJECTIVES. SELECTED EDUCATIONAL AND TRAINING RESEARCH LITERATURE WAS REVIEWED TO IDENTIFY PROCEDURES CURRENTLY USED IN DETERMINING INSTRUCTIONAL OBJECTIVES. A SURVEY OF EIGHT ARMY SERVICE SCHOOLS WAS CONDUCTED TO DETERMINE PROCEDURES USED BY INSTRUCTIONAL PERSONNEL IN DECIDING COURSE CONTENT. PERFORMANCE OBJECTIVES PREPARED BY ARMY SERVICE SCHOOLS AND BY OTHER AGENCIES VARIED IN EXTENT OF DESCRIPTION OF STUDENT ACTION, RELATIONSHIP OF STUDENT ACTION TO JOB REQUIREMENTS, CONCERN FOR CONVENIENT MEASURABILITY, AND INCLUSION OF CONDITIONS AND STANDARDS OF EXPECTED PERFORMANCE. WITHIN ARMY SCHOOLS, THE RELEVANCE OF STUDENT ACTION IN CONVERTING EXISTING INSTRUCTIONAL TOPICS TO THE FORM OF STUDENT PERFORMANCE OBJECTIVES HAS SUFFERED FROM LACK OF THOROUGH DEFINITION OF INTENDED WORK-PERFORMANCE SITUATIONS. THE LESS SPECIFIC THE INTENDED PERFORMANCE SITUATION, THE GREATER THE RATIO OF DECISION EFFORT TO INSTRUCTION TIME. DISTINCTION BETWEEN TERMINAL OBJECTIVES (REPRESENTATIONS OF THE ULTIMATE EXPECTED PERFORMANCE CAPABILITIES) AND ENABLING OBJECTIVES (NECESSARY LEARNING TASKS DEPENDENT UPON TERMINAL OBJECTIVES FOR THEIR VALUE) IS ESSENTIAL FOR DESIGNING MEANINGFUL, EFFICIENT, AND APPROPRIATE LEARNING EXPERIENCES FOR STUDENTS. TERMINAL STUDENT PERFORMANCE OBJECTIVES VARY ON FIVE FACTORS--(1) TYPE OF PERFORMANCE UNIT, (2) EXTENT OF ACTION DESCRIPTION, (3) RELEVANCY OF STUDENT ACTION, (4) COMPLETENESS OF STRUCTURAL COMPONENTS, AND (5) PRECISION OF EACH STRUCTURAL COMPONENT. THIS DOCUMENT IS AVAILABLE AS AD 633 474 FROM CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, CAMERON STATION, SPRINGFIELD, VIRGINIA 22314, FOR $3.00 HC, $0.75 MF. (HM)
ERIC: ED014793

992 DESCRIPTIONS OF HOME AND COMMUNITY OCCUPATIONS RELATED TO HOME ECONOMICS: DESCRIPTIONS OF SPECIFIC OCCUPATIONS CLASSIFIED INTO SIX CLUSTERS, INDEX TO AREAS OF WORK AND WORKER TRAIT GROUPS FOR INDIVIDUAL OCCUPATIONS. PROFESSIONAL EDUCATION SERIES NO. HE-8. JAN 67
CDONNELL, BEATRICE
NOTES: 204P.
HOME ECONOMICS SKILLS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL HOME ECONOMICS, OCCUPATIONAL INFORMATION, OCCUPATIONS, DICTIONARY OF OCCUPATIONAL TITLES
THIS BULLETIN IS A REFERENCE TOOL FOR THE IDENTIFICATION OF HOME ECONOMICS-RELATED OCCUPATIONS AND REQUIREMENTS AND METHODS OF ENTRY INTO THESE OCCUPATIONS. A FULL DESCRIPTION OF 200 HOME ECONOMICS-RELATED OCCUPATIONS AS FOUND IN THE DICTIONARY OF OCCUPATIONAL TITLES VOLUME I, AND PAGE REFERENCES WHICH WILL FACILITATE THE LOCATION OF DESCRIPTIONS OF THE AREA OF WORK AND WORKER TRAIT GROUP AS INDICATED IN VOLUME II OF THE DICTIONARY ARE PRESENTED. OCCUPATIONS HAVE BEEN CLASSIFIED AND ALPHABETICALLY ARRANGED INTO ONE OF SIX CLUSTERS (1) FAMILY RELATIONSHIPS, (2) CLOTHING AND TEXTILES, (3) FOODS AND NUTRITION, (4) HOUSING AND FURNISHINGS, (5) CLOTHING MAINTENANCE, AND (6) HOUSEHOLD MAINTENANCE AND SERVICES. HOME ECONOMICS-RELATED OCCUPATIONS WERE IDENTIFIED BY INDEPENDENT ANALYSIS OF THE THIRD EDITION OF THE DICTIONARY OF OCCUPATIONAL TITLES, VOLUME I. LISTS WERE COMPARED AND ORGANIZED INTO CLUSTERS. VALUE JUDGMENTS OF 136 KNOWLEDGEABLE PERSONS TO THE QUESTIONS (1) IS THE OCCUPATION RELATED TO THE CLUSTER IN WHICH IT IS CLASSIFIED (2) TO WHAT EXTENT IS HOME ECONOMICS NEEDED FOR JOB COMPETENCE OR JOB TRAINING AND (3) WHAT OTHER PROFESSIONAL, BUSINESS, OR INDUSTRIAL GROUPS ARE INVOLVED WERE THE BASES FOR THE WIDE VARIETY LISTED. CONDENSED DATA ARE AVAILABLE IN VT 002 611. A WIDE VARIETY OF OCCUPATIONAL CLASSIFICATIONS, WORK AREAS, WORKER TRADE GROUPS, AND EDUCATIONAL REQUIREMENTS ARE REPRESENTED. (FP)
AIM/ARM: VT002621

993 DESIGN DEVELOPMENT REPORT SOUTHWESTERN COMMUNITY COLLEGE, CRESTON, IOWA. AUG 68
SHAVER AND CO., MICHIGAN CITY, IND.
NOTES: 27P.
ACADEMIC EDUCATION, BUILDING PLANS, COLLEGES, COMMUNITY COLLEGES, EDUCATIONAL PROGRAMS, FLEXIBLE FACILITIES, LIBRARIES, SCHOOL DESIGN, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS
SOUTHWESTERN COMMUNITY COLLEGE WAS DESIGNED TO MEET THE REQUIREMENTS OF THE COMPREHENSIVE EDUCATIONAL PROGRAM. THE PROGRAM PROVIDES FLEXIBILITY IN TERMS OF FUTURE EDUCATIONAL REQUIREMENTS AND A CHOICE OF HIGHLY SPECIALIZED OR GENERAL EDUCATIONAL PROGRAMS IN BOTH THE ACADEMIC AND VOCATIONAL AREAS. THE RELATIONSHIP OF THE ACADEMIC AND VOCATIONAL FACILITIES WAS CONSIDERED A MAJOR PARAMETER IN THE DEVELOPMENT OF BOTH THE PROGRAM AND THE THREE DIMENSIONAL STATEMENT OF THE BUILDING. A SINGLE BUILDING CONCEPT OF DESIGN WAS ADOPTED, KEEPING THE GENERAL ACADEMIC AND VOCATIONAL SPACES COMPLETELY

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933 FLEXIBLE. THE BUILDING, WHOSE FOCUS IS THE INSTRUCTIONAL MATERIALS CENTER AND FACULTY AREAS, IS EXPANDABLE AWAY FROM AND TOWARD THE CENTER TO PROVIDE SPACE AS IT BECOMES NECESSARY. THE USE OF THE FOCUS OF THE CIRCLE FOR AREAS RELATED TO ALL DISCIPLINES ENCOURAGES THE INTERACTION OF DISCIPLINES, STUDENTS, AND EDUCATORS. (TC)
ERIC: ED035256 SHAVER AND CO., 105 WASHINGTON ST., BOX 501, MICHIGAN CITY, INDIANA

934 A DESIGN FOR COOPERATIVE MERCHANDISING MID-MANAGEMENT TRAINING IN THE CALIFORNIA PUBLIC COMMUNITY COLLEGE. 70
BASSERI, JAMSHID
NOTES: 295P.; DOCTORAL DISSERTATION
COOPERATIVE EDUCATION, DOCTORAL THESES, JUNIOR COLLEGES, MANAGEMENT EDUCATION, MANPOWER DEVELOPMENT, MERCHANDISING, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, CALIFORNIA
COOPERATIVE EDUCATION DEPENDS ON EMPLOYERS AND EDUCATORS WORKING TOGETHER TO FORM A SUPERIOR TOTAL EDUCATIONAL CURRICULUM FOR THE STUDENT. IT IS BELIEVED THAT MID-MANAGEMENT TRAINING, A FIRST-LEVEL SUPERVISORY POSITION, CAN BE GIVEN TO THE COMMUNITY COLLEGE. IT IS ALSO BELIEVED THAT LEARNING TAKES PLACE BECAUSE OF WHAT THE STUDENT CAN BE LED TO WANT, THINK, AND DO. COOPERATIVE MID-MANAGEMENT TRAINING GIVES STUDENTS INDUCEMENTS TO LEARN WHAT IS SATISFYING TO THEM AND USEFUL IN FUTURE WORK. THIS STUDY WAS LIMITED TO CALIFORNIA PUBLIC COMMUNITY COLLEGES. THE LITERATURE OF THE FIELD WAS SURVEYED TO IDENTIFY CRITICAL NEEDS IN COOPERATIVE AND MID-MANAGEMENT TRAINING AND TO DEVELOP AN INQUIRY FORM AND JOB REQUIREMENTS. THESE REQUIREMENTS WERE VERIFIED WITH EXECUTIVE PERSONNEL IN MERCHANDISING WHO SUPERVISE MID-MANAGERS, AND MID-MANAGERS WHO OCCUPY SUCH MERCHANDISING POSITIONS. THE SUGGESTED CURRICULUM, COURSE OUTLINES, AND OTHER INFORMATION COMPILED IN THE COURSE OF THE STUDY CONSTITUTED THE BASIS OF THIS THESIS. (AUTHOR/CA)
ERIC: ED046397 UNIVERSITY MICROFILMS, 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 70-22,601, MICROFILM $4.00, XEROGRAPHY $10.00)

935 THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA. WORKING PAPER NO. 11. JUL 73
GULLION, CHRISTINA;GILPATRICK, ELEANOR
HEALTH SERVICES MOBILITY STUDY, NEW YORK, N.Y. CITY UNIV. OF NEW YORK, N.Y.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.; NATIONAL INSTITUTES OF HEALTH (DHEW), BETHESDA, MD. DIV. OF ALLIED HEALTH MANPOWER.
NOTES: 240P.
CAREER LADDERS, CURRICULUM DEVELOPMENT, CURRICULUM EVALUATION, CURRICULUM PLANNING, HEALTH OCCUPATIONS EDUCATION, JOB ANALYSIS, METHODS, RADIOLOGY, TASK ANALYSIS
THE HEALTH SERVICES MOBILITY STUDY IS ENGAGED IN THE DEVELOPMENT OF GENERIC METHODOLOGY TO ANALYZE HEALTH OCCUPATIONS AT THE PROFESSIONAL, TECHNICAL, AND AIDE LEVEL, WITH THE AIM OF PROVIDING A DATA BASE THAT COULD RESULT IN THE DESIGN OF JOB LADDERS, CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS, AND THE DESIGN OF PERFORMANCE EVALUATION INSTRUMENTS. THIS WORKING PAPER OPENS WITH A DISCUSSION OF GENERAL PROBLEMS WITH EXISTING CURRICULA FOR HEALTH OCCUPATIONS, WITH SPECIAL REFERENCE TO DIAGNOSTIC AND THERAPEUTIC RADIOLOGY, NUCLEAR MEDICINE AND ULTRASONICS. THE THEORETICAL FRAMEWORK FOR THE HSMS METHODOLOGY AND THE METHOD FOR PREPARING CURRICULUM GUIDELINES UTILIZING HSMS TASK DATA ARE OUTLINED. FINALLY THE IMPACT OF THE HSMS CURRICULUM GUIDELINES, THE VARIOUS USES TO WHICH THEY MAY BE PUT, AND OTHER POSSIBLE UTILIZATION OF THE CURRICULUM OUTLINES ARE DISCUSSED. APPENDIXES PROVIDE A BRIEF REVIEW OF THE HSMS TASK ANALYSIS AND JOB LADDER DESIGN METHODOLOGY AND A DISCUSSION OF WHAT HAPPENS WHEN AN INSTITUTION ATTEMPTS TO CHANGE EXISTING CURRICULA OR INSTITUTE NEW PROGRAMS. (SA)
ERIC: ED085471

936 THE DESIGN OF FEDERAL EMPLOYMENT PROGRAMS AN ECONOMIC ANALYSIS. MAY 74
SEIDMAN, LAURENCE S.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 274P.; PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, BERKELEY
ECONOMIC RESEARCH, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, GOVERNMENT ROLE, INCENTIVE SYSTEMS, JOB DEVELOPMENT, JOB MARKET, LABOR ECONOMICS, LOW INCOME, POLICY FORMATION, PROGRAM DESIGN, PROGRAM EFFECTIVENESS, PUBLIC SERVICE OCCUPATIONS, SUBEMPLOYMENT, SUPERVISION, UNEMPLOYMENT
THE REPORT CONSISTS OF THREE PARTS THE DESIGN OF A FEDERAL EMPLOYMENT PROGRAM TO COUNTER RECESSION; THE DESIGN OF A FEDERAL EMPLOYMENT PROGRAM IN A STRATEGY TO RAISE LOW EARNINGS; AND THE DESIGN OF A GUARANTEED JOB OPPORTUNITY AS A PART OF WELFARE REFORM. IN PART 1, AN ANTI-RECESSION PROGRAM (ARP) IS PROPOSED. ARP IS AN AUTOMATICALLY TRIGGERED FEDERAL EMPLOYMENT PROGRAM THAT BUILDS ON THE CURRENT PUBLIC EMPLOYMENT PROGRAM, BUT TRIES TO CORRECT ITS WEAKNESSES. IN PART 2, A TWO-PRONGED STRATEGY TO RAISE LOW EARNINGS IS PROPOSED, CONSISTING OF AN INCREASE AND EXTENSION OF THE FEDERAL MINIMUM WAGE, AND JOB CREATION INDUCED BY A FEDERAL EMPLOYMENT PROGRAM. AN EMPLOYMENT INCENTIVE PROGRAM (EIP) IS PROPOSED WITH RESERVATIONS. FINALLY, IN PART 3 THE OBSTACLES TO IMPLEMENTING A GUARANTEED JOB OPPORTUNITY ARE ANALYZED. (AUTHOR)
ERIC: ED099558 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($6.00)

937 THE DESIGN OF INSTRUCTIONAL SYSTEMS. NOV66
SMITH, ROBERT G., JR.
GEORGE WASHINGTON UNIV., ALEXANDRIA, VA. HUMAN RESOURCES RESEARCH OFFICE.
AUTOMATION, BIBLIOGRAPHIES, COMPUTER ORIENTED PROGRAMS, COST EFFECTIVENESS, EDUCATIONAL TELEVISION, FILMS, INSTRUCTIONAL DESIGN, INSTRUCTIONAL TECHNOLOGY, JOB SKILLS, LEARNING

(CONT.)
997 PROCESSES, MILITARY SCIENCE, PROGRAMED INSTRUCTION, REINFORCEMENT, STUDENT MOTIVATION, SYSTEMS CONCEPTS, TASK PERFORMANCE, TEACHING PROCEDURES, TRAINING TECHNIQUES, ALEXANDRIA
A SYSTEMS APPROACH TO DESIGNING TRAINING IS DESCRIBED AND DISCUSSED, AND FACTORS BEARING ON TRAINING EFFECTIVENESS ARE CONSIDERED. AN EFFICIENT INSTRUCTIONAL SYSTEM IS ONE IN WHICH THE COMPONENTS FORM AN INTEGRATED WHOLE TO ACHIEVE MAXIMUM EFFECTIVENESS WITH THE LOWEST COST. SYSTEM COMPONENTS INCLUDE PRESENTATION MEDIA, STUDENT MANAGEMENT, TECHNIQUES FOR PRACTICING KNOWLEDGE AND PERFORMANCE, KNOWLEDGE OF RESULTS, DIRECTING STUDENT ACTIVITIES TOWARD THE TRAINING PROGRAM GOALS, AND TESTING AND EVALUATING THE SYSTEM IN TERMS OF EFFICIENCY AND COST. THIS DOCUMENT IS AVAILABLE AS AD 644 054 FROM CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, CAMERON STATION, SPRINGFIELD, VIRGINIA 22314, FOR $3.00 HC, $0.65 MF. (HM)
ERIC: ED014135

998 DESIGNING A DEMONSTRATION PROJECT TO FACILITATE THE UTILIZATION OF ITS RESULTS SEP 76
FOSS, HARVEY L.
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-92-06-72-27
NOTES: FINAL REPT. 46P
MANPOWER UTILIZATION, PROJECT PLANNING, EMPLOYMENT, DEMONSTRATION PROJECTS, NTISLABPEU
THE STUDY REPORTS AN ATTEMPT TO PROVIDE UTILIZATION CONSULTATION TO AN OPERATING MANPOWER PROJECT. LEARNINGS DRAWN FROM THE CONSULTING EFFORT INCLUDE THE FOLLOWING (A) BUDGETARY PROVISION SHOULD BE MADE FOR UTILIZATION ACTIVITIES, AND STAFF ROLES CLEARLY DELINEATED; (B) IF A PROJECT LACKS INTERNAL EXPERTISE IN DOCUMENTATION/EVALUATION, THE EARLY HELP OF A RESOURCE PERSON IS DESIRABLE; (C) THOSE INVOLVED IN THE PROJECT SHOULD CONCUR ON OBJECTIVES, AND THE PLANNING TO ACHIEVE THEM; (D) PROBLEMS THAT ARISE SHOULD BE DEALT WITH PROMPTLY; (E) INVOLVEMENT OF PROGRAM OPERATING PERSONNEL IN THE PLANNING OF RU ACTIVITIES SEEMS ADVISABLE; A MUTUALLY INVOLVED RELATIONSHIP CAN MORE EFFICIENTLY IDENTIFY THE BEST WAYS TO IMPLEMENT THE PROJECTS CONCEPT IN OTHER SETTINGS. TO FACILITATE UTILIZATION OF PROJECT RESULTS, THE AUTHOR PROPOSES AN OPEN SYSTEMS ORGANIZATIONAL MODEL FOR DEMONSTRATION PROJECTS.
NTIS: PB-257 016/6ST NTIS PRICES PC$4.00/MF$3.00

999 DESIGNING A PRODUCTIVITY CONTROL PROCESS 1975
THATCHER, R.H.
BUSINESS HORIZONS, VOL.18, NO.6, DEC 1975, P. 62-68.
CONTROL AND PLANNING, CONTROL TECHNIQUES, DECISION MAKING, MANAGEMENT, MANAGEMENT CONTROL, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY
THE AUTHOR IN THIS ARTICLE TELLS US HOW AN EFFECTIVE PRODUCTIVITY CONTROL PROCESS CAN BE DESIGNED. THE IMPORTANT CONSIDERATIONS OF SUCH A PROCESS ARE THAT IT SUBSTITUTES JUDGEMENT FOR CONFORMITY, ACCEPTS THE INEVITABILITY OF IMPERFECTION AND RELIES ON WORKER PARTICIPATION TO SET CRITERIAS.
MGMT: 3H075L0062

1000 DESIGNING EDUCATIONAL LEARNING FROM TASK ANALYSIS. 30 JUL 76
ALABAMA RESEARCH COORDINATING UNIT FOR VOCATIONAL AND TECHNICAL EDUCATION, MONTGOMERY.; ALABAMA STATE DEPT. OF EDUCATION, MONTGOMERY. DIV. OF VOCATIONAL EDUCATION. BUREAU OF ADULT, VOCATIONAL, AND TECHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 52P.
BEHAVIORAL OBJECTIVES, CRITERION REFERENCED TESTS, CURRICULUM DESIGN, CURRICULUM DEVELOPMENT, INDIVIDUALIZED INSTRUCTION, INSERVICE EDUCATION, INSTRUCTIONAL MATERIALS, JOB ANALYSIS, JOB SKILLS, MATERIAL DEVELOPMENT, PERFORMANCE BASED EDUCATION, PERFORMANCE CRITERIA, PERFORMANCE SPECIFICATIONS, TASK ANALYSIS, VOCATIONAL EDUCATION
A PROJECT DESIGNED TO DEVELOP VALID PERFORMANCE BASED CURRICULUM MATERIALS FOR SELECTED OCCUPATIONAL PROGRAMS HAD THE FOLLOWING OBJECTIVES (1) TO IDENTIFY A COMMON CORE OF BASIC SKILLS FOR SEVEN OCCUPATIONAL CLUSTER AREAS; (2) TO PREPARE CATALOGS OF PERFORMANCE OBJECTIVES AND CRITERION REFERENCED MEASURES FOR SEVEN OCCUPATIONAL CLUSTER AREAS; (3) TO FIELD TEST THE CATALOGS ON INCUMBENT WORKERS IN THE OCCUPATIONAL AREAS; (4) TO CONDUCT INSERVICE EDUCATION FOR CURRICULUM DEVELOPERS ON THE UTILIZATION OF PERFORMANCE OBJECTIVES CATALOGS; (5) TO UTILIZE THE PERFORMANCE OBJECTIVES CATALOGS IN DESIGNING CURRICULAR MATERIALS; AND (6) TO DISSEMINATE THE CATALOGS TO OTHER STATES FOR UTILIZATION IN CURRICULUM DEVELOPMENT. THE PROJECT USED AN ADAPTATION OF THE AIR FORCE SYSTEM FOR TASK ANALYSIS AND PERFORMANCE OBJECTIVES DEVELOPMENT TO DESIGN THE CATALOGS AND THEN TRANSLATE THEM INTO CURRICULA MATERIALS. CATALOGS DEVELOPED ADDRESSED THE FOLLOWING OCCUPATIONS ALTERATIONIST, AUTO PARTS CLERK, BOOKKEEPING/ACCOUNTING/PAYROLL CLERK, COSMETOLOGY, LICENSED PRACTICAL NURSING, MASONRY, AND NURSERY PRODUCTION. ONE RESULT OF THE PROJECT WAS A MODEL FOR AN INTEGRATED APPROACH TO CRITERION-REFERENCED CURRICULUM DEVELOPMENT INVOLVING A PROCESS FOR LITERATURE REVIEW, TASK ANALYSIS OF INCUMBENT WORKERS, PERFORMANCE OBJECTIVES DEVELOPMENT, AND CURRICULUM FIELD TESTING. THE FOLLOWING PRODUCTS ALSO RESULTED FROM THE PROJECTS (1) A STATE-OF-THE-ART STUDY OF THE CURRICULUM DEVELOPMENT RELATED TO EACH OCCUPATION SELECTED; (2) A LIST OF OCCUPATIONAL TASKS REQUIRED FOR EACH OCCUPATION SELECTED; (3) A CATALOG OF PERFORMANCE OBJECTIVES, CRITERION-REFERENCED MEASURES AND PERFORMANCE GUIDES FOR EACH OCCUPATION, AND (4) A VARIETY OF CURRICULUM MATERIALS FOR EACH OCCUPATION STUDIED. (LAS)
ERIC: ED137499

1001 DESTALKING THE WILY TOMATO A CASE STUDY IN SOCIAL CONSEQUENCES IN CALIFORNIA AGRICULTURAL RESEARCH. RESEARCH MONOGRAPH NO. 15. JUN 75
FRIEDLAND, WILLIAM H.;BARTON, AMY
CALIFORNIA UNIV., DAVIS. DEPT. OF APPLIED BEHAVIORAL SCIENCES.
NOTES: 79P.
AGENCY ROLE, AGRICULTURAL LABORERS, AGRICULTURAL PRODUCTION, AUTOMATION, CASE STUDIES, CHANGE AGENTS, EMPLOYER EMPLOYEE RELATIONSHIP, HARVESTING, JOB ANALYSIS, JOB SKILLS, ORGANIZATIONAL CHANGE, SOCIAL CHARACTERISTICS, SOCIAL INFLUENCES, SPECIALIZATION, TECHNOLOGY, WORK ENVIRONMENT, CALIFORNIA, CALIFORNIA TOMATO GROWERS ASSOCIATION, TOMATO PRODUCTION
THE END OF THE BRACERO PROGRAM AFTER 1965 BROUGHT ABOUT A MAJOR CHANGE IN THE GROWING, HARVESTING, AND PROCESSING OF CALIFORNIA TOMATOES WHICH DRAMATICALLY INFLUENCED THE STRUCTURE OF THE HARVESTING LABOR FORCE. IN ORDER TO DETERMINE THE SOCIAL CONSEQUENCES OF THE TRANSITION FROM HAN TO MECHANIZED HARVESTING PROCEDURES, THE FOLLOWING AREAS OF INTEREST WERE EXAMINED (1) THE SIGNIFICANCE OF THE TOMATO: (2) TOMATOES FROM SEED TO CAN: (3) THE HISTORY OF AGRICULTURAL LABOR IN CALIFORNIA (A REVIEW: (4) THE SHIFT TO THE MACHINE (THE ACTORS AND THE CIRCUMSTANCES: POST MACHINE PROBLEMS: AND THE ROLE OF THE CALIFORNIA TOMATO GROWERS ASSOCIATION): (5) THE TECHNOLOGICAL DEVELOPMENT AND JOB ORGANIZATION OF MECHANIZED HARVESTING (JOBS AND SKILLS AND WORKING CONDITIONS): (6) THE HARVEST LABOR FORCE (IDENTITY: RECRUITMENT: SUPERVISION: AND CREW TYPES): (7) THE SOCIAL EFFECTS OF THE TRANSITION TO MECHANIZED HARVESTING. THE SOCIAL CONSEQUENCES IDENTIFIED WERE (1) CONCENTRATION OF TOMATO PRODUCTION IN THE STATE OF CALIFORNIA: (2) CONCENTRATION IN THE NUMBER OF GROWERS AND INCREASED SPECIALIZATION: (3) A GEOGRAPHICAL SHIFT IN CALIFORNIA PRODUCTION: (4) THE DEVELOPMENT OF PRICE BARGAINING FOR TOMATO GROWERS: (5) SHARP CHANGES IN THE STRUCTURE OF THE HARVEST LABOR FORCE: (6) INTRODUCTION OF A SYSTEM OF FACTORY-LIKE PRODUCTION WHILE MAINTAINING PRIMITIVE EMPLOYMENT RELATIONSHIPS. (AUTHOR/JC)
ERIC: ED116844

1002 THE DETERMINANTS AND CONSEQUENCES OF OCCUPATIONAL INFORMATION FOR YOUNG WOMEN. APR 76
MOTT, FRANK L.;MOORE, SYLVIA F.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 38P.
CAREER AWARENESS, CAREER CHOICE, COMPARATIVE ANALYSIS, EDUCATIONAL RESEARCH, EMPLOYMENT, FEMALES, INFORMATION SOURCES, INFORMATION UTILIZATION, LABOR MARKET, LONGITUDINAL STUDIES, MALES, OCCUPATIONAL INFORMATION, RACE, SEX (CHARACTERISTICS), SEX DISCRIMINATION, SOCIOECONOMIC INFLUENCES, SUCCESS FACTORS, VOCATIONAL COUNSELING, WORK EXPERIENCE, WORKING WOMEN
IN THIS STUDY, AN EXAMINATION OF THE DETERMINANTS AND CONSEQUENCES OF OCCUPATIONAL KNOWLEDGE IS CARRIED OUT USING DATA COLLECTED FROM THE NATIONAL LONGITUDINAL SURVEY OF 5,159 YOUNG WOMEN. THE STUDY CLOSELY PARALLELS A 1975 STUDY BY PARNES AND KOHEN UTILIZING INFORMATION COLLECTED FROM ABOUT 5,000 YOUNG MEN. THE SIGNIFICANCE OF VARIOUS BACKGROUND FACTORS AS POTENTIAL DETERMINANTS OF A YOUNG WOMANS OCCUPATIONAL KNOWLEDGE SCORE AND THE EFFECT OF THIS SCORE ON SUBSEQUENT EARNINGS AND OCCUPATIONAL STATUS ARE INVESTIGATED. IN ADDITION TO CONTRASTING THE CAUSAL PATTERNS FOR BLACK AND WHITE WOMEN, SIMILARITIES AND DIFFERENCES BETWEEN THE RESULTS FOR YOUNG MEN IN THE PARNES AND KOHEN STUDY AND THE RESULTS FOR YOUNG WOMEN IN THIS STUDY ARE DISCUSSED. THE REPORT NOTES THAT THE EXTENT OF VOCATIONAL COUNSELING WAS IRRELEVANT AS A DETERMINANT OF THE KNOWLEDGE OF THE WORLD OF WORK SCORE. IT WAS FOUND THAT THE RELEVANCE OF OCCUPATIONAL INFORMATION, AS MEASURED BY THIS SCORE, TO PREDICT EARLY ADULT LABOR MARKET SUCCESS WAS NOT AS CLEAR FOR YOUNG WOMEN AS IT HAS BEEN SHOWN TO BE FOR MEN. IT IS CONCLUDED THAT A PRE-CAREER EDUCATIONAL FUNNELING PROCESS EFFECTIVELY RESTRICTS CAREER OPTIONS OF MANY YOUNG WOMEN TO OCCUPATIONAL CATEGORIES WHICH HAVE TRADITIONALLY FALLEN WITHIN THE STEREOTYPICAL WOMENS OCCUPATIONS CATEGORIES. (TA)
ERIC: ED128597

1003 DETERMINANTS OF A POSITIVE ATTITUDE TOWARD RETIREMENT JAN 76
GLAMSER, FRANCIS D.
JOURNAL OF GERONTOLOGY;31:1:104-107
RETIREMENT, WORK ATTITUDES, INDUSTRIAL PERSONNEL, SOCIAL RELATIONS, PERSONAL ADJUSTMENT, OLDER ADULTS, ADJUSTMENT (TO ENVIRONMENT), RESEARCH PROJECTS, SELF EVALUATION
INVESTIGATES THE POSSIBILITY THAT ATTITUDE TOWARD RETIREMENT RESULTS FROM THE WORKERS REALISTIC APPRAISAL OF THE TYPE OF RETIREMENT EXPERIENCE EXPECTED. DATA COLLECTED FROM INDUSTRIAL WORKERS (N=270) INDICATE THAT WORKERS WHO CAN EXPECT A POSITIVE RETIREMENT EXPERIENCE IN TERMS OF FINANCES AND FRIENDS ARE LIKELY TO HAVE A POSITIVE ATTITUDE TOWARD RETIREMENT. (AUTHOR)
ERIC: EJ129184

1004 DETERMINANTS OF EARLY LABOR MARKET SUCCESS AMONG YOUNG MEN ABILITY, QUANTITY AND QUALITY OF SCHOOLING. A PRELIMINARY REPORT. MAY 71
KOHEN, ANDREW I.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 43P.; PH.D. DISSERTATION, OHIO STATE UNIVERSITY
DOCTORAL THESES, DROPOUTS, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, HYPOTHESIS TESTING, LONGITUDINAL STUDIES, MALES, MULTIPLE REGRESSION ANALYSIS, NEGRO EMPLOYMENT, OUT OF SCHOOL YOUTH, SOCIOECONOMIC BACKGROUND, SOCIOECONOMIC STATUS, SUCCESS FACTORS, YOUTH EMPLOYMENT

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1004 AS PART OF A DOCTORAL DISSERTATION, THIS PRELIMINARY ANALYSIS OF A PROBABILITY SAMPLE, BASED ON DATA FROM A NATIONAL LONGITUDINAL STUDY OF YOUNG MENS EDUCATIONAL AND LABOR MARKET EXPERIENCES, EXAMINED THE DETERMINANTS OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS, AS MEASURED BY HOURLY EARNINGS AND DUNCANS INDEX OF SOCIAL STATUS OF OCCUPATION. THE PATH ANALYSIS TECHNIQUE OF MULTIPLE REGRESSION WAS USED WITH DATA FOR ABOUT 1,500 MEN AGED 18 TO 24 WHO HAD AT LEAST BEGUN HIGH SCHOOL BUT WERE NOT IN SCHOOL WHEN INTERVIEWED IN 1966. THIS STUDY TESTED THE HYPOTHESIS THAT LABOR MARKET SUCCESS COULD BE DIFFERENTIATED BY FAMILY SOCIOECONOMIC LEVEL, RACE, EDUCATIONAL INEQUALITIES, LENGTH OF SCHOOLING, ACADEMIC ABILITY, AND OTHER FACTORS. THE NUMBER OF YEARS OF SCHOOLING COMPLETED WAS FOUND TO BE THE SINGLE MOST IMPORTANT FACTOR IN ACHIEVING EARLY JOB SUCCESS. CURRENT RACIAL DISCRIMINATION AFFECTED THE EARLY OCCUPATIONAL SUCCESS OF YOUNG BLACK MEN ADVERSELY. (AUTHOR/AG)
ERIC: ED069846 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 208 638, MF $.95, HC $3.75)

1005 DETERMINANTS OF EARLY LABOR MARKET SUCCESS AMONG YOUNG MEN RACE, ABILITY, QUANTITY AND QUALITY OF SCHOOLING. JAN 73
KOHEN, ANDREW I.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 270P.; PH.D. DISSERTATION, OHIO STATE UNIVERSITY
CAUCASIANS, DISCRIMINANT ANALYSIS, DOCTORAL THESES, EDUCATION, EMPLOYMENT OPPORTUNITIES, LABOR MARKET, MALES, MANPOWER UTILIZATION, MODELS, NEGROES, QUESTIONNAIRES, SOCIOECONOMIC STATUS, STATISTICAL ANALYSIS, SUCCESS FACTORS, YOUNG ADULTS
THIS STUDY EXAMINED THE EFFECTS OF SEVERAL HYPOTHESIZED DETERMINANTS OF EARLY LABOR MARKET SUCCESS AMONG OUT-OF-SCHOOL YOUNG MEN. VARIABLES MEASURED INCLUDED (1) SUCCESS (IN TERMS OF HOURLY EARNINGS), (2) SOCIAL STATUS OF OCCUPATION, AND (3) UNEMPLOYMENT. PRE-HYPOTHESIZED SUCCESS FACTORS UPON WHICH VARIABLES WERE BASED WERE (1) SOCIOECONOMIC BACKGROUND, (2) HEALTH, (3) RACE, (4) MENTAL ABILITY, AND (5) QUANTITY AND QUALITY OF SCHOOLING. MULTIPLE REGRESSION ANALYSES WAS USED TO TEST THE HYPOTHESES. GENERATED IN THE STUDY WERE ESTIMATES OF THE QUALITIATIVE IMPACT OF CURRENT RACIAL DISCRIMINATION IN THE LABOR MARKET BASED PRIMARILY UPON DATA OBTAINED FROM THE 1966 FILE OF THE NATIONAL LONGITUDINAL SURVEYS PROJECT WHOSE SUBJECTS WERE MALES BETWEEN THE AGES OF 18 TO 24 AND WHO HAD COMPLETED AT LEAST EIGHT YEARS OF SCHOOLING. (AUTHOR/SN)
ERIC: ED076845 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 214 674, MF $0.95, HC $3.00)

1006 DETERMINANTS OF EDUCATIONAL ATTAINMENT AND RETENTION IN SCHOOL. 7 FEB 71
SHEA, JOHN R.;WILKENS, ROGER A.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 24P.; PAPER PRESENTED AT THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION IN NEW YORK, NEW YORK, FEBRUARY 4-7, 1971
ACADEMIC ACHIEVEMENT, ATTITUDES, COLLEGE ADMISSION, DEMOGRAPHY, DROPOUT CHARACTERISTICS, DROPOUT RESEARCH, DROPOUTS, SCHOOL HOLDING POWER, SECONDARY SCHOOL STUDENTS, SOCIECONOMIC INFLUENCES, SOCIOECONOMIC STATUS
THIS PAPER EXPLORES THE RELATIONSHIP BETWEEN (1) PREMATURE WITHDRAWAL FROM HIGH SCHOOL, (2) ENTRANCE TO COLLEGE, AND (3) SEVERAL ATTITUDINAL, SOCIOECONOMIC AND DEMOGRAPHIC MEASURES TAKEN FROM A NATIONAL PROBABILITY SAMPLE OF 5,225 YOUNG MEN INTERVIEWED IN 1966 AND AGAIN IN 1967. BEING OVER-AGE IN GRADE IN 1966 AND AT LEAST 17 IN 1967 STRONGLY INCREASED THE LIKELIHOOD OF DROPPING OUT OF HIGH SCHOOL AND THIS RELATIONSHIP AFFECTED BLACKS MUCH MORE THAN WHITES. AMONG YOUTH NOT OVER-AGE, LOW I.Q. AND LIVING IN THE WEST (WHITES) OR SOUTH (BLACKS) INCREASED THE PROBABILITY OF PREMATURE WITHDRAWAL FROM SCHOOL. A COMBINATION OF RELATIVELY LOW EDUCATIONAL ASPIRATIONS, LOW FAMILY INCOME, AND LOW EXPENDITURES PER PUPIL ALSO INCREASED THE PROBABILITY OF DROPPING OUT OF SCHOOL. WHILE BLACKS CONSTITUTED LESS THAN ONE-THIRD OF THE SAMPLE, THEY WERE A MAJORITY IN THESE DISADVANTAGED CATEGORIES. THE EDUCATIONAL EXPECTATIONS OF SENIORS WERE STRONGLY PREDICTIVE OF ENTRANCE TO COLLEGE. EXPECTATIONS, IN TURN, WERE CLOSELY RELATED TO HIGH SCHOOL CURRICULUM AND MOTHERS EDUCATIONAL ATTAINMENT. DESPITE LOW FAMILY INCOMES AND RELATIVELY LITTLE EDUCATION OF MANY OF THEIR MOTHERS YOUTHS WITH HIGH I.Q.S IN THESE CIRCUMSTANCES WERE MORE SUCCESSFUL THAN AVERAGE IN MOVING INTO COLLEGE. (AUTHOR)
ERIC: ED048609

1007 THE DETERMINANTS OF HOURS OF WORK OF LOW-INCOME FAMILY HEADS A STATISTICAL ANALYSIS. JUL 71
PARKER, CARL DEAN
OKLAHOMA STATE UNIV., STILLWATER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 179P.; PH.D. DISSERTATION, OKLAHOMA STATE UNIV.
DOCTORAL THESES, ECONOMIC RESEARCH, HEADS OF HOUSEHOLDS, INCOME, LABOR SUPPLY, LOW INCOME GROUPS, MODELS, MOTIVATION, MULTIPLE REGRESSION ANALYSIS, STATISTICAL STUDIES, WELFARE RECIPIENTS, WORKING HOURS
THE PURPOSE OF THIS DISSERTATION IS TO ESTIMATE THE RELATION BETWEEN HOURS WORKED AND SOURCES AND LEVELS OF INCOME AS WELL AS OTHER MARKET AND PERSONAL FACTORS FOR SELECTED GROUPS OF LOW-INCOME FAMILY HEADS GROUPED INTO FOUR CATEGORIES CONFORMING TO EXPECTED WELFARE ELIGIBILITY REQUIREMENTS. MULTIVARIATE LEAST-SQUARES REGRESSION TECHNIQUES UTILIZING CROSS SECTION DATA FROM THE 1967 SURVEY OF ECONOMIC OPPORTUNITY AND A VARIANT OF WORK-LEISURE CHOICE MODEL ARE USED TO ESTIMATE THE LABOR SUPPLY RELATION. SPECIAL

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1007 CONSIDERATION IS GIVEN TO THE EXTENT OF INTERCORRELATION AND INTERACTION OF THE WAGE AND INCOME VARIABLES WITH OTHER SELECTED EXPLANATORY VARIABLES. ALSO, A MAJOR EFFORT IS DIRECTED AT COMPUTING WAGE AND INCOME EFFECTS AND ELASTICITIES. (AUTHOR)
ERIC: ED081957 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 128, MF $1.45, HC $3.00)

1008 DETERMINANTS OF INDIVIDUAL SUCCESS IN ON-THE-JOB TRAINING F 73
GUNDERSON, MORLEY
JOURNAL OF HUMAN RESOURCES:8:4:472-484
ON THE JOB TRAINING, TRAINING, SUCCESS FACTORS, EDUCATIONAL PROGRAMS, WAGES, EMPLOYERS, INDIVIDUAL CHARACTERISTICS, PRODUCTIVITY, DROPOUTS, LABOR MARKET
IN EXPLAINING VARIATION IN EACH OF THE SUCCESS MEASURES, THE PERSONAL CHARACTERISTICS OF THE TRAINEE ARE GENERALLY NOT IMPORTANT; HIS LABOR MARKET CHARACTERISTICS ARE IMPORTANT ONLY FOR WAGE CHANGES; AND THE COMPANY AND TRAINING PROGRAM CHARACTERISTICS ARE EXTREMELY IMPORTANT. (AUTHOR)
ERIC: EJ085630

1009 DETERMINANTS OF LABOR FORCE PARTICIPATION OF LOW-INCOME WORKERS REVIEW OF THE LITERATURE. 25 AUG 73
PINKERTON, JAMES R.
NOTES: 37P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE RURAL SOCIOLOGICAL SOCIETY, COLLEGE PARK, MARYLAND, AUGUST 25, 1973
ECONOMIC FACTORS, EDUCATIONAL BACKGROUND, EMPLOYMENT OPPORTUNITIES, HEALTH, HOUSING, LABOR FORCE, LITERATURE REVIEWS, LOW INCOME GROUPS, MEXICAN AMERICANS, MINORITY GROUPS, NEGROES, RACIAL FACTORS, RURAL URBAN DIFFERENCES, SOCIAL STATUS, SOCIOECONOMIC INFLUENCES
ADVANCES THAT HAVE BEEN MADE IN KNOWLEDGE ABOUT A NUMBER OF SITUATIONAL DIMENSIONS THAT AFFECT THE INCOME AND LABOR MARKET ACTIVITY OF DISADVANTAGED WORKERS ARE INDICATED IN THIS LITERATURE REVIEW. THE NEED TO LEARN MORE ABOUT THE FORCE THAT MAKE IT POSSIBLE FOR SOME WORKERS TO BREAK OUT OF THE CYCLE OF POVERTY WHILE OTHERS REMAIN AT THE BOTTON IS MENTIONED. SOME OF THE MAJOR VARIABLES CONSIDERED ARE RURAL VS. URBAN BACKGROUND, RACE-ETHNICITY, EDUCATION, AGE, WIFES EDUCATIONAL LEVEL, WAGE RATES AND SALARIES, MARRIAGE, FAMILY SIZE, OTHER INCOME, HEALTH PROBLEMS, HOUSING, TYPE OF INDUSTRY, TRAINING, WELFARE, AND ILLEGAL ACTIVITY. THE NEED FOR STUDIES THAT WILL SYNTHESIZE THE HYPOTHESES PRESENTED BY LOOKING AT THE STRENGTHS AND PATTERNS OF EMPIRICAL RELATIONSHIPS, WHICH FORM WHEN ALL OF THE SITUATIONAL VARIABLES IN THE REVIEW ARE SIMULTANEOUSLY ANALYZED, WAS INDICATED. (PS)
ERIC: ED082909

1010 THE DETERMINANTS OF LABOR FORCE PARTICIPATION RATES, WITH SPECIAL REFERENCE TO THE OZARK LOW-INCOME AREA. FINAL REPORT. APR 68
SANDMEYER, ROBERT L.;WARNER, LARKIN B.
OKLAHOMA STATE UNIV., STILLWATER. RESEARCH FOUNDATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. 81-38-66-20
NOTES: 135P.
ECONOMIC CLIMATE, ECONOMIC DEVELOPMENT, ECONOMIC DISADVANTAGEMENT, ECONOMIC FACTORS, ECONOMIC RESEARCH, EMPLOYMENT PATTERNS, FAMILY (SOCIOLOGICAL UNIT), FAMILY INCOME, FAMILY INFLUENCE, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LOW INCOME COUNTIES, LOW INCOME GROUPS, MODELS, RACIAL FACTORS, RURAL AREAS, SOCIOECONOMIC INFLUENCES, ARKANSAS, MISSOURI, OKLAHOMA, OZARK LOW INCOME AREA
THE STUDYS PRIMARY PURPOSE WAS TO IDENTIFY AND EVALUATE THE RELATIVE IMPORTANCE OF FACTORS RESPONSIBLE FOR THE GENERALLY LOW LABOR FORCE PARTICIPATION RATES OBSERVABLE IN THE OZARK LOW-INCOME AREA, AND VARIATIONS IN RATES WITHIN THE AREA ITSELF. THE STUDY FOCUSED ON 108 CONTIGUOUS, RURAL-CRIENTED, LOW-INCOME COUNTIES IN THE STATES OF ARKANSAS, MISSOURI, AND OKLAHOMA, AN AREA WITH INCOME GROWTH LAGGING BEHIND THAT OF THE NATION. DATA FOR THE ANALYSIS WERE TAKEN FROM CENSUSES AND OTHER PUBLISHED DATA. THE AUTHORS FELT THE STUDYS CONTRIBUTIONS TO THE GENERAL BODY OF LABOR FORCE PARTICIPATION ANALYSES WERE TO BE FOUND IN ITS GEOGRAPHIC SETTING AND IN ITS METHODOLOGY FOCUSING ON THE FAMILY AS A DECISION-MAKING UNIT REGARDING LABOR FORCE PARTICIPATION. A CRUDE MODEL WAS DEVELOPED IN WHICH THE KEY FACTORS AFFECTING LABOR FORCE PARTICIPATION WERE CLASSIFIED AS NEED VARIABLES, OPPORTUNITY VARIABLES, AND FAMILY STRUCTURE VARIABLES. THE DATA WERE THEN ANALYZED USING A STEPWISE MULTIPLE REGRESSION PROGRAM WHICH REVEALED THAT TWO VARIABLES, PRECENT OF PERSONAL INCOME FROM NONWORK SOURCES AND PERCENT NONWHITE ACCOUNT FOR ABOUT 50 PERCENT OF THE VARIATION IN STANDARDIZED MALE PARTICIPATION RATES. OTHER FINDINGS AND SPECIFIC DIRECTIONS FOR FURTHER RESEARCH ARE ALSO DISCUSSED. (ET)
ERIC: ED025657

1011 DETERMINANTS OF RATES OF RETURN TO INVESTMENT IN ON-THE-JOB-TRAINING. MAR 69
RASMUSSEN, DALE BRUCE
SOUTHERN METHODIST UNIV., DALLAS, TEX.
NOTES: 159P.; PH. D. THESIS
AGE DIFFERENCES, COST EFFECTIVENESS, DOCTORAL THESES, EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, FEMALES, GEOGRAPHIC REGIONS, INCOME, INDUSTRIAL TRAINING, INVESTIGATIONS, LABOR FORCE, MALES, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, RACE, RESOURCE ALLOCATIONS, UNEMPLOYMENT, WAGES
THE STUDY EVALUTES PUBLIC INVESTMENT IN ON THE JOB TRAINING (OJT) AND TRIES TO IDENTIFY SYSTEMATIC DETERMINANTS OF THE PROFITABILITY OF THIS INVESTMENT. PROFILES OF AGE AND

(CONT.)

1011 EARNINGS BY OCCUPATION ARE ESTIMATED FOR THE SOUTH AND OTHER REGIONS, AND FOR WHITES AND NONWHITES, FROM DATA IN THE ONE-IN-1,000 CENSUS SAMPLE AND ARE THEN ADJUSTED TO THE REGIONAL LEVEL USING WAGE SURVEY INDEXES. CONCEPTS OF PROFITABILITY REFLECT THREE KINDS OF ASSUMPTIONS (1) TRANSFERS (GOVERNMENT EXPENDITURES FOR ALLOWANCES TO TRAINEES) ARE NOT A COST; (2) TRANSFERS ARE A COST; (3) INCREASES IN TAX REVENUE ARE THE SOLE BENEFIT DERIVED FROM OJT. THE METHODOLOGY OF THE STUDY IS AN AGGREGATE APPROACH TO EVALUATING INVESTMENT BY UTILIZING DETAILED INFORMATION DESCRIBING INDIVIDUALS. (AUTHOR/LY)
ERIC: ED036698 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-184-024, MF $0.65, HC $3.00)

1012 THE DETERMINANTS OF THE OCCUPATIONAL DISTRIBUTION OF WOMEN 5 AUG 75
ZELLNER, HARRIET S.
COLUMBIA UNIV., NEW YORK. DEPT. OF POLITICAL SCIENCE.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-34-70-62-1
NOTES: FINAL REPT. 164P
EMPLOYMENT, FEMALES, LABOR FORCE, ON THE JOB TRAINING, NTISLABPEU
DISTINGUISHING AMONG OCCUPATIONS BY THE RELATIVE NUMBER OF WOMEN EMPLOYED IN EACH (FEMININITY OCCUPATION INDEX OR FOI), THE FOLLOWING HYPOTHESES WERE TESTED USING DATA FROM THE 1960 CENSUS OF POPULATION AND HOUSING (1) RELATIVELY HIGH FOI OCCUPATIONS REQUIRE LESS POST-SCHOOL INVESTMENT IN MARKET SKILLS THAN DO RELATIVELY LOW FOI OCCUPATIONS; (2) PERSONS ENTERING RELATIVELY HIGH FOI OCCUPATIONS INTEND TO SUPPLY LESS TIME TO THE LABOR FORCE THAN DO PERSONS ENTERING RELATIVELY LOW FOI OCCUPATIONS; AND (3) RELATIVELY LOW FOI OCCUPATIONS ARE CHARACTERIZED BY DISCRIMINATION AGAINST WOMEN WHILE RELATIVELY HIGH FOI OCCUPATIONS ARE CHARACTERIZED BY INDIFFERENCE BETWEEN MALES AND FEMALES OR EVEN POSITIVE PREFERENCE FOR FEMALES.
NTIS: PB-274 277/3ST NTIS PRICES PC A08/MF A01

1013 DETERMINANTS OF THE OCCUPATIONAL EMPLOYMENT OF BLACK AND WHITE MALE TEENAGERS JUN 73
STEVENSON, GELVIN LEE
WASHINGTON UNIV., ST. LOUIS, MO. DEPT. OF ECONOMICS.
GRANT NO. DL-91-27-70-21-1
NOTES: FINAL REPT. 154P
INDUSTRIAL RELATIONS, ETHNIC GROUPS, EMPLOYMENT, YOUTHS, LABOR MARKET, RACIAL DISCRIMINATION, OMPER
A THEORY OF HETEROGENEOUS LABOR INPUTS IS DEVELOPED WHICH INCORPORATES BOTH QUANTITATIVE AND QUALITATIVE (ACTUAL AND PERCEIVED) ASPECTS OF LABOR SUPPLY AND DEMAND. THIS THEORY PROVIDES THE THEORETICAL UNDERPINNINGS OF THE DLEUE THEORY OF LABOR MARKETS. USING 1960 CENSUS DATA FROM 65 SMSAS, THE DETERMINANTS OF THE AGGREGATE AND OCCUPATIONAL EMPLOYMENT SHARES OF 18 AND 19 YEAR OLD BLACK AND WHITE MALES WERE TESTED BY REGRESSION EMPLOYMENT SHARES AND DIFFERENCES IN THOSE SHARES ON MEASURES OF ENDOGENOUS PRODUCTIVITY, RACIAL DISCRIMINATION, LABOR FORCE SIZE, AND MINIMUM QUALITY OF PERSON EMPLOYED. THE REGRESSIONS ARE RELATED TO OPERATIVES, SERVICE, LABORERS, PRIVATE HOUSEHOLD WORKERS, AND PROFESSIONALS.
NTIS: PB-220 862/7 NTIS PRICES PC$3.00/MF$0.95

1014 THE DETERMINANTS OF THE RELATIVE SUPPLY AND DEMAND FOR UNSKILLED WORKERS. VOLUME I FEB 67
COHEN, MALCOLM STUART
MASSACHUSETTS INST. OF TECH., CAMBRIDGE.
GRANT NO. DL-91-23-66-36
NOTES: DOCTORAL THESIS 240P
MANPOWER STUDIES, STATISTICAL ANALYSIS
THE STUDY DISCUSSES SIX POTENTIAL USES OF A RELATIVE LABOR DEMAND AND SUPPLY MODEL PROVIDING ESTIMATES OF THE EFFECTS OF UNIONISM, MINIMUM WAGE LAWS AND TECHNICAL CHANGE ON RELATIVE EMPLOYMENT AND WAGES OF UNSKILLED WORKERS; PROVIDING ESTIMATES OF THE ELASTICITY OF SUBSTITUTION; ANALYZING CYCLICAL VARIATIONS IN RELATIVE EMPLOYMENT; AND PREDICTING FUTURE MANPOWER REQUIREMENTS. A THEORETICAL MODEL OF RELATIVE DEMAND AND SUPPLY WAS DEVELOPED. THE RELATIVE DEMAND FUNCTION RELATED THE RATIO OF UNSKILLED TO SKILLED EMPLOYMENT TO WAGES OF SKILLED AND UNSKILLED WORKERS, TOTAL EMPLOYMENT AND THE UNEMPLOYMENT RATE. THE RELATIVE SUPPLY FUNCTION RELATED RELATIVE WAGES TO PER CENT NON-WHITE, UNIONIZATION, A GEOGRAPHIC DUMMY AND RELATIVE EMPLOYMENT. MULTIPLE REGRESSION ANALYSIS WAS USED TO TEST THE THEORETICAL MODEL. SEVERAL SOCIES OF DATA AND DIFFERENT SKILL DEFINITIONS WERE USED THROUGHOUT THE THESIS TO TEST THE MODEL. (AUTHOR)
NTIS: PB-177 554 CFSTI PRICES PC$6.00 MF$0.95

1015 THE DETERMINANTS OF TRAINING PRODUCED IN THE PRIVATE SECTOR JUN 74
STEPHAN, PAULA E.
GEORGIA STATE UNIV., ATLANTA. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-OAS-74-2621
NOTES: FINAL REPT. APR-JUN 74 36P
SPECIALIZED TRAINING, MANPOWER VALIDATION, MINIMUM WAGE LEGISLATION, NTISLABASP
THIS PAPER EXAMINES THE BEHAVIORAL PARAMETERS OPERATIVE IN DETERMINING THE PRIVATE SECTORS DEMAND FOR TRAINING SUBSEQUENT TO FORMAL EDUCATION TO DETERMINE WHETHER MANPOWER PROGRAMS PROVIDE PRIMARY OR SECONDARY BENEFITS. A HUMAN CAPITAL INVESTMENT MODEL IS USED TO ANALYZE THE DETERMINANTS OF THE QUANTITY OF HUMAN CAPITAL THAT WOULD BE ACQUIRED BY THE INDIVIDUAL AT A GIVEN TIME IN THE ABSENCE OF A GOVERNMENT PROGRAM. THE DAMPENING

(CONT.)
1015 EFFECT ON TRAINING OF DISCRIMINATION, MYOPIC BEHAVIOR, IMPERFECT ACCESS TO THE CAPITAL MARKET, UNEMPLOYMENT, AND THE MINIMUM WAGE LEGISLATION IS DISCUSSED.
NTIS: PB-256 666/9ST NTIS PRICES PC$4.00/MF$1.00

1016 DETERMINANTS OF TURNOVER IN NAB-JOBS PROGRAMS TO EMPLOY THE DISADVANTAGED. SEP 70
SHLENSKY, BERTRAM CHARLES
MASSACHUSETTS INST. OF TECH., CAMBRIDGE.
NOTES: 237P.; PH.D. THESIS
ADULTS, AGE DIFFERENCES, BIBLIOGRAPHIES, CAUCASIANS, DISADVANTAGED GROUPS, DOCTORAL THESES, EDUCATIONAL BACKGROUND, FACTOR ANALYSIS, FEMALES, INDUSTRIAL TRAINING, JOB ANALYSIS, JOB PLACEMENT, JOB SATISFACTION, JOB TRAINING, LABOR TURNOVER, MALES, MOTIVATION, NEGROES, RESEARCH, WAGES, YOUTH
THE STUDY EXAMINED THE INDIVIDUAL, JOB RELATED, AND TRAINING VARIABLES THAT AFFECTED TURNOVER IN SIX NAB-JOBS FEDERALLY FUNDED TRAINING PROGRAMS FOR THE DISADVANTAGED. THREE DIFFERENT SOURCES OF DATA WERE USED. FIRST, DEMOGRAPHIC AND WAGE INFORMATION WAS OBTAINED ON ALL TRAINEES IN FIVE COMPANIES IN ORDER TO RUN A REGRESSION ANALYSIS. SECOND, CASE STUDIES OF THE COMPANIES WERE DEVELOPED THROUGH INTERVIEWS WITH COMPANY OFFICIALS, PROGRAM STAFF, AND SUPERVISORS IN EACH COMPANY. THIRD, INTERVIEWS WITH A SAMPLE OF RETENTIONS AND SEPARATIONS FROM FIVE COMPANIES WERE HELD TO MEASURE ATTITUDINAL AND MOTIVATIONAL DIFFERENCES BETWEEN THE TWO GROUPS. WAGE AND INDIVIDUAL VARIABLES WERE FOUND TO BE MOST HIGHLY RELATED TO TURNOVER. MALES, YOUTH, AND BLACKS HAD SIGNIFICANTLY HIGHER TURNOVER. WAGES WERE ALSO SHOWN TO BE HIGHLY RELATED TO TURNOVER. THERE WAS LITTLE EVIDENCE INDICATING THAT ANY OTHER SINGLE JOB OR TRAINING VARIABLE HAD A SIGNIFICANT EFFECT ON TURNOVER. (SEVENTEEN TABLES AND FIGURES AND A BIBLIOGRAPHY ARE INCLUDED.) (LY)
ERIC: ED049446 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB-195-876, MF $0.95, PC $3.00)

1017 THE DETERMINATION OF COMPETENCIES IN THE HOTEL-MOTEL INDUSTRY WITH IMPLICATIONS FOR CURRICULUM DEVELOPMENT FOR POST-SECONDARY DISTRIBUTIVE EDUCATION COOPERATIVE STUDENTS IN PHILADELPHIA, PENNSYLVANIA. JUL 74
PATTERSON, JOHN MILLER
TEMPLE UNIV., PHILADELPHIA, PA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 104P.; ED.D. DISSERTATION, TEMPLE UNIVERSITY.
TASK ANALYSIS, EMPLOYMENT QUALIFICATIONS, CURRICULUM DEVELOPMENT, COOPERATIVE EDUCATION, DISTRIBUTIVE EDUCATION, JOB SKILLS, TASK PERFORMANCE, DOCTORAL THESES, POST SECONDARY EDUCATION, TOURISM, HOTELS, PHILADELPHIA
THE PURPOSE OF THIS DISSERTATION WAS TO DETERMINE THE ACTUAL TASKS PERFORMED BY HOTEL OR MOTEL ROOM CLERKS AND CASHIERS. DATA WERE COLLECTED, USING AN INSTRUMENT CALLED THE TASK COLLECTION INTERVIEW GUIDE, FROM OBSERVERS, EMPLOYEES, AND MANAGERS IN NINE PHILADELPHIA HOTELS OR MOTELS FOR EACH JOB CATEGORY, INCLUDING FREQUENCY AND IMPORTANCE OF TASK PERFORMANCE. FIVE HOTEL AND MOTEL EXECUTIVES IDENTIFIED QUALIFICATIONS NECESSARY FOR TASK PERFORMANCE--COMMUNICATIVE SKILLS AND POSITIVE ATTITUDE TOWARD THE PUBLIC FOR BOTH OCCUPATIONS, WITH ABILITIES IN MANAGEMENT OF MACHINES, MONEY, AND NUMBERS AND DECISIONMAKING WITHIN ESTABLISHED POLICY ADDED FOR CASHIERS. IMPLICATIONS AND RECOMMENDATIONS FOR CURRICULUM DEVELOPMENT INCLUDED USE OF OBSERVATION METHOD FOR DISTRIBUTIVE AND COOPERATIVE EDUCATION, KNOWLEDGE OF TASK FREQUENCY, MORE EMPHASIS ON ROOM CLERK AND CASHIER TRAINING GEARED TO THE POSTSECONDARY LEVEL, EMPHASIS ON COMPUTERIZED RESERVATION SYSTEM, AND A PROGRAM OF CROSS-TRAINING FOR ROOM CLERKS AND CASHIERS. (KJ)
AIM/ARM: VT102482

1018 A DETERMINATION OF INVESTMENT PRIORITIES IN URBAN BLACK COMMUNITIES BEDFORD-STUYVESANT AUG 73
DIXON, VERNON JOHN
PRINCETON UNIV., N.J. DEPT. OF ECONOMICS.
GRANT NO. OL-91-32-70-41
NOTES: FINAL REPT. 237P
COMMUNITY DEVELOPMENT, MINORITY COMMUNITIES, NEGROES, RESOURCE ALLOCATION, NEW YORK CITY, OMPER
THE THESIS IS CONCERNED WITH THIS QUESTION GIVEN A FIXED AMOUNT OF AVAILABLE RESOURCES FOR USE IN BLACK URBAN COMMUNITY DEVELOPMENT, DOES THE OPTIONAL USE OF THESE RESOURCES IN TERMS OF PRE-TAX AND POST-TAX INCOME GENERATION REQUIRE INVESTING THEM IN HUMAN CAPITAL PROJECTS (TRAINING UNSKILLED WORKERS) OR IN PHYSICAL CAPITAL PROJECTS (CREATING AND EXPANDING BLACK-OWNED BUSINESSES) OR IN SOME COMBINATION OF THE TWO. THE TOOL OF ECONOMICS USED TO ANSWER THE QUESTION OF EFFICIENT RESOURCE ALLOCATION WAS COST-BENEFIT ANALYSIS. A SAMPLE OF 208 MANPOWER TRAINEES AND 346 CONTROLS WAS SELECTED. FOR THE BLACK-OWNED BUSINESS DEVELOPMENT PROGRAM, A SAMPLE OF 19 FIRMS WAS OBTAINED.
NTIS: PB-230 644/7 NTIS PRICES PC$5.00/MF$1.45

1019 DETERMINATION OF LABOR MANAGEMENT REQUIREMENTS IN THE BITUMINOUS COAL INDUSTRY TO MEET THE GOALS OF PROJECT INDEPENDENCE 27 AUG 75
KRAMER ASSOCIATES, INC., WASHINGTON, D.C. FEDERAL ENERGY ADMINISTRATION, WASHINGTON, D.C. OFFICE OF COAL.
CONTRACT NO. FEA-CO-05-50241-01
NOTES: 78
MANPOWER, COAL MINING, PROJECT INDEPENDENCE, NTISEXFEA
THE OBJECTIVE OF THE REPORT IS TO DETERMINE THE MANPOWER REQUIREMENTS FOR THE BITUMINOUS

(CONT.)
1019 COAL INDUSTRY ON A PRODUCTION TARGET FOR 1985 OF 1100 MILLION TONS AS SET FORTH IN PROJECT INDEPENDENCE. THAT TARGET WAS DERIVED FROM THE ASSUMPTION OF BUSINESS AS USUAL, NAMELY, FROM THE NORMAL WORKINGS OF THE ECONOMIC SYSTEM IN THE ABSENCE OF ANY SPECIAL STIMULUS OF GOVERNMENT. AN ADDITIONAL ASSUMPTION IN THE PROJECTION OF THAT TARGET IS THAT THERE WILL BE DURING THE NEXT DECADE NO SIGNIFICANT CHANGES IN COAL MINING TECHNOLOGY WHICH WOULD ALTER PRESENT METHODS OF PRODUCTION. RESEARCH, EXPERIMENTATION AND DEMONSTRATION MAY WELL SUCCEED IN DEVELOPING NEW REVOLUTIONARY METHODS OF COAL UTILIZATION FOR ENERGY PURPOSES, BUT THE ASSUMPTION IS THAT THESE WILL NOT BE SUFFICIENTLY IMPLEMENTED BY 1985 TO HAVE MUCH EFFECT ON COAL AS AN ENERGY RESOURCE WITHIN THAT TIME PERIOD.
NTIS: PB-249 932/5ST NTIS PRICES PC$5.00/MF$2.25

1020 DETERMINATION OF REASONS FOR PRACTICAL NURSING STUDENTS DISCONTINUING THEIR TRAINING AT THE LARAMIE NOTA VOCATIONAL SCHOOL OF PRACTICAL NURSING . 67
FOREE, ROBERT
WYOMING RESEARCH COORDINATING UNIT IN VOCATIONAL-TECHNICAL EDUCATION, CHEYENNE
NOTES: 67P.
HEALTH OCCUPATIONS EDUCATION, PRACTICAL NURSES, VOCATIONAL FOLLOWUP, GRADUATE SURVEYS, DROPOUTS, GRADUATES, INDIVIDUAL CHARACTERISTICS, VOCATIONAL SCHOOLS, MANPOWER DEVELOPMENT, DROPOUT CHARACTERISTICS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, LARAMIE, WYOMING, NOTA PROGRAM
EIGHTY-NINE PERCENT OF 48 GRADUATES AND 64 PERCENT OF THE 50 DROPOUTS OF THE LARAMIE VOCATIONAL SCHOOL DURING ITS 4 YEARS OF OPERATION RESPONDED TO A QUESTIONNAIRE TO DETERMINE FACTORS CAUSING STUDENTS TO LEAVE SCHOOL AND THOSE WHICH DISTINGUISHED BETWEEN STUDENTS WHO WITHDREW FROM AND THOSE WHO COMPLETED THE COURSE. DATA WERE FURNISHED BY THE 71 PERCENT OF THE RETURNS WHICH WERE USABLE AND BY SCHOOL RECORDS. THE ONLY SIGNIFICANT ITEM ON THE QUESTIONNAIRES WHICH SEEMED TO HAVE A BEARING ON PREDICTING SUCCESS WAS THE EMPLOYMENT OF THE MOTHER WHEN THE STUDENT WAS A CHILD. THE PROBABILITY OF SUCCESS SEEMED TO BE SMALLER FOR THE STUDENT WHOSE MOTHER WORKED WHILE SHE WAS A CHILD. INFORMATION FROM SCHOOL RECORDS INDICATED (1) THE PROBABILITY OF SUCCESS INCREASES WITH THE AGE OF THE STUDENT, (2) I.Q.S BELOW 100 LIMIT CHANCES OF SUCCESS IN 7 TO 20, (3) PRENURSING TEST PERCENTILES BELOW 50 LIMIT SUCCESS TO 4 IN 20, AND (4) MARRIED STUDENTS HAVE A HIGHER PERCENTAGE OF SUCCESS THAN SINGLE STUDENTS. RECOMMENDATIONS CONCERNED (1) STUDENT SELECTION, (2) PHYSICAL FACILITIES, (3) CURRICULUM, AND (4) OTHER FACTORS SUCH AS INCREASING THE COURSE LENGTH, PROVIDING THE PROSPECTIVE STUDENT WITH MORE INFORMATION, PROVIDING MORE STUDENT COUNSELING, AVOIDING DOWNGRADING STUDENTS AND SHOWING FAVORITISM, AND CONTINUING THE SCHOOL. (JK)
AIM/ARM: VT003237

1021 DETERMINING ADULT AGRIBUSINESS TRAINING NEEDS, FINAL REPORT. JUN 76
AHRENS, DONALD L.:AND OTHERS
WISCONSIN VOCATIONAL, TECHNICAL AND ADULT EDUCATION DISTRICT 1, EAU CLAIRE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.: WISCONSIN STATE BOARD OF VOCATIONAL, TECHNICAL, AND ADULT EDUCATION, MADISON.
NOTES: 93P.: SEVERAL PAGES MAY NOT REPRODUCE WELL DUE TO FAINT, BROKEN TYPE
ADULT VOCATIONAL EDUCATION, AGRIBUSINESS, AGRICULTURAL ENGINEERING, AGRICULTURAL OCCUPATIONS, AGRICULTURAL PRODUCTION, ANIMAL SCIENCE, EDUCATIONAL NEEDS, EMPLOYER ATTITUDES, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, SOIL SCIENCE, WISCONSIN
THE PURPOSE OF THE STUDY WAS TO (1) IDENTIFY THE AGRIBUSINESS FIRMS WITHIN WISCONSINS VOCATIONAL-TECHNICAL AND ADULT EDUCATION (VTAE) DISTRICT ONE, (2) IDENTIFY THE OCCUPATIONS OF THOSE EMPLOYED IN THE INDUSTRY, (3) IDENTIFY PRESENT AND FUTURE EMPLOYMENT NEED FOR IDENTIFIED SKILLS ALONG WITH TRAINING NEEDS FOR THOSE CURRENTLY EMPLOYED IN AGRIBUSINESS OCCUPATIONS, AND (4) INTEGRATE THE DATA FOR PROGRAM PLANNING. JOB TITLES WERE DEFINED IN EACH OF 26 AGRIBUSINESS CATEGORIES AND A TOTAL OF 1,428 FIRMS IN THE CATEGORIES WERE RANDOMLY SAMPLED TO DETERMINE THE CURRENT NUMBER OF EMPLOYEES, VACANCIES, EXPECTED EMPLOYMENT INCREASES, TRAINING REQUIRED FOR THE JOB, AND POTENTIAL EXTENSION COURSES IN BUSINESS, ANIMAL SCIENCE, CROPS, SOILS, AND AGRICULTURE ENGINEERING. AN AGRIBUSINESS DIRECTORY OF 38 PAGES WAS COMPILED, GIVING THE AGRIBUSINESS INDUSTRY, NAME, ADDRESS, AND TELEPHONE NUMBER OF EACH EMPLOYER BY TYPE OF BUSINESS. SUMMARIES OF SURVEY DATA SHOWING EMPLOYMENT AND EDUCATIONAL TRAINING NEEDS ARE PRESENTED IN 17 TABLES. THE SURVEY INSTRUMENT AND OTHER PROJECT DATA ARE APPENDED. (MF)
ERIC: ED133992

1022 DETERMINING KINDS OF GAINFUL EMPLOYMENT IN WHICH FORMER HOMEMAKING STUDENTS FROM ARKANSAS SECONDARY SCHOOLS ENGAGE, AND WHAT KNOWLEDGE AND SKILLS HOMEMAKING CURRICULUMS MAY CONTRIBUTE TO THESE GAINFUL OCCUPATIONS. FEB66
ROBERTS, ROY W.
ARKANSAS UNIV., FAYETTEVILLE. COLL. OF EDUCATION.
CONTRACT NO. OEC-5-85-025
NOTES: 93P.
CURRICULUM ENRICHMENT, CURRICULUM EVALUATION, HIGH SCHOOL GRADUATES, HIGH SCHOOL STUDENTS, HOME ECONOMICS EDUCATION, HOMEMAKING SKILLS, VOCATIONAL EDUCATION, FAYETTEVILLE
THE VOCATIONAL NEEDS OF THE HOMEMAKER-WAGE EARNER AND WHAT CONTRIBUTION THE HIGH SCHOOL HOME ECONOMICS CURRICULUM MAY MAKE TO VOCATIONAL EDUCATION FOR GAINFUL OCCUPATIONS IN WHICH THE YOUNG WOMEN WILL BE EMPLOYED AFTER HIGH SCHOOL GRADUATION WERE THE GOALS OF THIS STUDY. THE DATA OF THE STUDY WERE OBTAINED FROM (1) QUESTIONNAIRES TO FORMER HOMEMAKING STUDENTS, (2) LETTERS TO EMPLOYERS OF THESE STUDENTS, (3) INFORMATION FROM

(CONT.)
1022 SCHOOL RECORDS, (4) JOB DESCRIPTIONS AND ANALYSES, AND (5) OPINIONS OF QUALIFIED CONSULTANTS. THE DATA SUGGEST THAT PRESENT-DAY HOME ECONOMICS COURSES MAY BE ENRICHED TO INCLUDE MANY COMPETENCIES NEEDED BY YOUNG WOMEN WHO ENTER GAINFUL OCCUPATIONS WITHOUT REDUCING THE VALUE OF THE CONTENT FOR HOMEMAKERS. THE STUDY SUGGESTS A NEED FOR SPECIAL COURSES IN SOME ASPECTS OF HOME ECONOMICS FOR YOUNG WOMEN WHO EXPECT TO ENTER THE LABOR FORCE AFTER HIGH SCHOOL GRADUATION. (GD)
ERIC: ED010913

1023 DETERMINING ORGANIZATIONAL TRAINING NEEDS W 73
MORANO, RICHARD
PERSONNEL PSYCHOLOGY:26:4:479-87
MANPOWER NEEDS, METHODS, OCCUPATIONAL SURVEYS, ORGANIZATIONAL DEVELOPMENT, TABLES (DATA), TRAINING
THE MAIN PURPOSE OF THIS ARTICLE IS IN THE METHODOLOGY OF ASSESSING THE TRAINING AND DEVELOPMENT NEEDS OF THE CURRENT WORK FORCE OF AN ORGANIZATION. (AUTHOR/RK)
ERIC: EJ088998

1024 DETERMINING WHO ARE THE HIDDEN UNEMPLOYED MAR 73
MINCER, JACOB
MONTHLY LABOR REVIEW:96:3:27-30
LABOR FORCE NONPARTICIPANTS, LABOR TURNOVER, OCCUPATIONAL SURVEYS, UNEMPLOYED, WORK ATTITUDES
NEW FINDINGS AND INFERENCES FROM BLS SURVEYS AND COMPARISONS WITH ECONOMETRIC MODEL CONCEPTS. (EDITOR)
ERIC: EJ076117

1025 THE DETROIT RIOT A PROFILE OF 500 PRISONERS. MAR 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 29P.
ECONOMIC STATUS, EDUCATIONAL EXPERIENCE, EMPLOYMENT, MARITAL STATUS, NEGROES, NEGRO LEADERSHIP, OCCUPATIONS, OPINIONS, PARTICIPANT CHARACTERISTICS, POLICE ACTION, PRISONERS, QUESTIONNAIRES, RACIAL DISCRIMINATION, SURVEYS, TABLES (DATA), VIOLENCE, DETROIT, MICHIGAN
FOLLOWING THE JULY 1967 RIOTS IN DETROIT, 496 NEGROES WHO HAD BEEN ARRESTED AND IMPRISONED WERE QUESTIONED ABOUT THEIR ECONOMIC AND EMPLOYMENT STATUS, FAMILY STATUS, VIEWS ABOUT THE RIOT AND ITS CAUSES, AND RANKINGS OF NEGRO LEADERS. NEGRO INTERVIEWERS CONDUCTED THE SURVEY AT THE PRISONS. DESPITE SOME STATED SHORTCOMINGS IN THE DATA COLLECTION PROCESS AND IN THE INSTRUMENTS, A PROFILE OF THESE MEN IS PRESENTED. THE TYPICAL PRISONER WAS A SINGLE MAN ABOUT 30 YEARS OLD, PROTESTANT BUT NOT A REGULAR CHURCH-GOER, AND A NONVETERAN HIGH SCHOOL DROPOUT. HE WAS SOUTHERN BORN AND HAD LIVED IN DETROIT FOR AT LEAST 15 YEARS. A BLUE COLLAR WORKER, HE EARNED ABOUT $120 PER WEEK AND HAD BEEN OUT OF WORK MORE THAN 5 WEEKS IN THE PAST YEAR. THE PRISONER THOUGHT THE RIOTS HAD BEEN CAUSED BY POLICE BRUTALITY. HE BELIEVED THAT POOR HOUSING, LACK OF JOB OPPORTUNITIES, AND DISCRIMINATION ALSO HAD CONTRIBUTED TO THE CONFLICT. MARTIN LUTHER KING, JR. WAS HIS FAVORITE LEADER, AND NONVIOLENCE WAS THE PREFERRED MEANS FOR ACHIEVING CIVIL RIGHTS. IN GENERAL, THE PRISONER FELT THAT CONDITIONS FOR HIMSELF AND OTHER DETROIT NEGROES HAD IMPROVED RECENTLY, AND HE WAS HOPEFUL OF EVENTUALLY ACHIEVING WHAT WHITES NOW HAVE. TABLES SUMMARIZE THE DATA, AND AN APPENDIX PRESENTS A PROFILE OF SELECTED CHARACTERISTICS. (NH)
ERIC: ED021932 U.S.DEPT. OF LABOR, MANPOWER ADMINISTRATION, WASHINGTON, D.C.

1026 DETROIT WRITES OFF A BAD YEAR 1975
BUSINESS WEEK, NO.2383, JUNE 2, 1975, P. 19.
AUTOMOBILE INDUSTRY, ECONOMICS, IMPORT, INVENTORY MANAGEMENT, LAYOFF, MANAGEMENT, PRODUCTION, PRODUCTION POLICY, SALES VOLUME, UNEMPLOYMENT, WORKMEN'S COMPENSATION
AT DETROIT, AUTO PRODUCTION CUTBACKS, SUMMER CLOSING OF ASSEMBLY PLANTS HAS RESULTED IN LAYOFFS. SOME WORKER LOSING JOBS BECAUSE OF IMPORT SALES BECOME ELIGIBLE FOR COMPENSATION UNDER 1974 TRADE ACT.
MGMT: BWE75F0219

1027 DETROIT, DEPRESSION AND DETERMINATION 1975
MCGRAW, J.R.
ADHERENT, VOL.2, NO.1, JAN 1975, P. 45-50.
ECONOMICS, EMPLOYMENT POLICY, GOALS AND OBJECTIVES, GOVERNMENT PROGRAMS, HUMAN RESOURCE DEVELOPMENT, RECESSION, TRAINING AND DEVELOPMENT
THE GOAL OF MANPOWER TRAINING IS MOVING TRAINEES THROUGH AND OUT OF PROGRAMS. TRAINEES SHOULD NOT BE COMMITTED TO ANY ONE INSTITUTION IF MOTIVATION IS TO BE ACHIEVED.
MGMT: ADH75A0045

1028 DETROITS YOUTH SERVICE CORPS. JUN 69
DETROIT POLICE DEPT., MICH.; NEIGHBORHOOD SERVICE ORGANIZATION, DETROIT, MICH.
NOTES: 19P.
DELINQUENCY PREVENTION, DROPOUT PREVENTION, EMPLOYMENT OPPORTUNITIES, NEGRO STUDENTS, PART TIME JOBS, POLICE, POLICE COMMUNITY RELATIONSHIP, POLICE SCHOOL RELATIONSHIP, SECONDARY SCHOOL STUDENTS, URBAN YOUTH, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, MICHIGAN, YOUTH SERVICE CORPS
THE GOALS OF THE YOUTH SERVICE CORPS (YSC) ARE TO OFFER POOR YOUTH THE OPPORTUNITY TO EARN MONEY THROUGH POLICE-RELATED EMPLOYMENT; TO IMPROVE THE POLICE-COMMUNITY

(CONT.)

1028 RELATIONSHIP, ESPECIALLY BETWEEN BLACK YOUTH AND THE POLICE DEPARTMENT; TO INTEREST YOUTH FROM MINORITY GROUPS IN POLICE CAREERS AND OTHER GOVERNMENTAL POSITIONS; TO ENCOURAGE SUCH YOUTH TO REMAIN IN SCHOOL; AND TO CONTRIBUTE TOWARD THE REDUCTION OF JUVENILE CRIME. THE IN-SCHOOL YOUTH SERVICE CORPS ENROLLMENT DURING THE WINTER-SPRING PROGRAM 1968-69 INCLUDED 134 BOYS BETWEEN 14 AND 18 YEARS. ALTHOUGH CORPSMEN LIVED IN THE POLICE PRECINCTS WITH HIGH RATES OF JUVENILE CRIME, THE NUMBER OF RECORDED CONTACTS FOR VIOLATIONS DURING THE YSC ENROLLMENT IS EXTREMELY LOW. IT IS RECOMMENDED THAT, IN THE 14 TO 16 AGE GROUPS, THE PROGRAM SHOULD CONTINUE IN THE ACCEPTED AND EFFECTIVE SUMMER OUT-OF-SCHOOL OPERATION. THE WINTER IN-SCHOOL OPERATION SHOULD BE CLOSELY DIRECTED AND SHOULD INCLUDE SEVERAL WORK EXPERIENCES, AS WELL AS A REGULAR SCHEDULE OF TRAINING MEETINGS AND SOCIAL ACTIVITIES UNDER A GUIDED SELF-GOVERNMENT ORGANIZATION. (AUTHOR/JM)
ERIC: ED047046

1029 DEVELOPER SCRUTINIZES ROLE OF THE EMPLOYER SEP-OCT 73
ROUK, ULLIK
C AND R REPORT;2;6;12-13
CAREER EDUCATION, WORK EXPERIENCE PROGRAMS, CAREER CHOICE, OCCUPATIONAL GUIDANCE, MODELS, EXPERIMENTAL PROGRAMS, HIGH SCHOOLS, EMPLOYER BASED CAREER EDUCATION
RESEARCH FOR BETTER SCHOOLS, INC., A PHILADELPHIA-BASED LABORATORY, HAS INSTITUTED A PROGRAM, ACADEMY FOR CAREER EDUCATION, AS AN ALTERNATIVE TO THE TYPICAL HIGH SCHOOL. THE AIM OF THE PROGRAM IS TO PROVIDE HIGH SCHOOL STUDENTS WITH ACTUAL WORK EXPERIENCE TO HELP THEM MAKE RATIONAL CAREER DECISIONS. (KP)
ERIC: EJ094220

1030 DEVELOPING A CAREER INFORMATION SYSTEM FINAL REPORT. MAR 75
MCKINLAY, BRUCE
OREGON UNIV., EUGENE. CAREER INFORMATION SYSTEM. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 219P.
CAREER PLANNING, COMPUTERS, DATA COLLECTION, DELIVERY SYSTEMS, EDUCATIONAL PROGRAMS, EDUCATIONAL RESEARCH, INFORMATION RETRIEVAL, INFORMATION SYSTEMS, INTERAGENCY COORDINATION, JOB MARKET, LABOR SUPPLY, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, QUESTIONNAIRES, STATE PROGRAMS, STATEWIDE PLANNING, SYSTEMS DEVELOPMENT, CAREER INFORMATION SYSTEM, CIS, OREGON
THE REPORT REVIEWS THREE YEARS OF PROGRESS TOWARD IMPLEMENTING THE CAREER INFORMATION SYSTEM (CIS), A STATEWIDE INTERAGENCY CONSORTIUM THAT PROVIDES CURRENT LABOR MARKET AND EDUCATIONAL INFORMATION IN USABLE FORMS TO STUDENTS AND CLIENTS AND ASSISTS IN THE INTEGRATION OF SUCH INFORMATION INTO SCHOOLS AND SOCIAL AGENCIES IN OREGON. THE SYSTEMS PURPOSE IS TO IMPROVE CAREER CHOICES AND TRAINING OPPORTUNITIES. CIS ENHANCES THE EFFORTS OF AGENCIES AND SCHOOLS BY SYNTHESIZING LABOR MARKET AND EDUCATIONAL INFORMATION; DEVELOPING AND MANAGING DELIVERY SYSTEMS; AND CONSULTING ON THE USE OF CAREER INFORMATION IN COUNSELING AND INSTRUCTIONAL PROGRAMS. CIS OPERATES AS A COOPERATIVE, CONTROLLED AND SUPPORTED BY THE AGENCIES IT SERVES. ESSENTIALLY, THE REPORT IS AN EFFORT TO AID OTHERS WHO MAY ATTEMPT SUCH STATEWIDE EFFORTS. THE RESPONSE OF STUDENTS AND CLIENTS AND THE RESULTS OF PILOT TESTS INDICATE THE SYSTEMS EFFECTIVENESS WITH DIVERSE POPULATIONS. THE SEVEN CHAPTERS DISCUSS THE RESEARCH, THE CIS SYSTEM, INFORMATION DEVELOPMENT IN DETAIL, THE NECESSARY FEATURES OF A CAREER INFORMATION DELIVERY SYSTEM, ANALYZED THROUGH A REVIEW OF THE LITERATURE, SEVERAL TYPES OF SERVICES, THE IMPACT ON USERS, AND FINANCIAL CONSIDERATIONS. APPENDED MATERIALS INCLUDE THE CONSTITUTION, USER SERVICE AGREEMENT, STANDARDS, ORGANIZATIONAL SOURCES, A LIBRARY CLASSIFICATION SYSTEM, FORMS, AND A GLOSSARY. (JB)
ERIC: ED109375 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

1031 DEVELOPING A PHYSICAL PERFORMANCE TEST BATTERY FOR SCREENING CHICAGO FIRE FIGHTER APPLICANTS 1976
MCCONIDEINE, W.; MISNER, J.E.
PUBLIC PERSONNEL MANAGEMENT, VOL.5, NO.1, JAN-FEB 1976, P. 7-14. BIBLIOG. 3
CIVIL SERVICE, DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, JOB ANALYSIS, MINORITIES, PUBLIC ADMINISTRATION, TESTING
A ANALYSIS OF THE PHYSICAL PERFORMANCE TEST USED BY THE CHICAGO FIRE DEPARTMENT. CONSIDERATIONS OF TEST VALIDITY AND POSSIBLE DISCRIMINATORY EFFECTS ARE DISCUSSED.
MGMT: PM76A0007

1032 DEVELOPING A TRAINING SYSTEM 69 SEP
HARMON, PAUL
EDUC TECHNOL;9;9;S14-S19
BEHAVIORAL OBJECTIVES, CURRICULUM DESIGN, EDUCATIONAL PROGRAMS, FEEDBACK, MODELS, REINFORCEMENT, SYSTEMS DEVELOPMENT, TRAINING, CORPSMAN ADVISORY SYSTEM, JOB CORPS MENS URBAN CENTER
ARTICLE FROM TRAINING TECHNOLOGY, V1 N1 PS14-S19, SEP 1969, A SUPPLEMENT TO EDUCATIONAL TECHNOLOGY.
ERIC: EJ010437

1033 DEVELOPING CAREER-RELATED MATERIALS FOR USE WITH AND BY ADULTS. 75
WILSON, BARBARA LAZARUS;AND OTHERS
EDUCATION DEVELOPMENT CENTER, INC., NEWTON, MASS. NATIONAL INST. OF EDUCATION (DHEW),

(CONT.)
1033 WASHINGTON, D.C.
NOTES: 51P.
ADULT COUNSELING, DATA COLLECTION, DIRECTORIES, INFORMATION PROCESSING, INFORMATION SOURCES, INFORMATION STORAGE, MATERIAL DEVELOPMENT, OCCUPATIONAL INFORMATION, REFERENCE MATERIALS, RESOURCE CENTERS, VOCATIONAL DEVELOPMENT, HOME COMMUNITY BASED CAREER EDUCATION PROJECT
ONE OF A SERIES OF MANUALS DEVELOPED BY THE HOME AND COMMUNITY-BASED CAREER EDUCATION PROJECT, THE PUBLICATION PRESENTS THE PROCESSES INVOLVED IN REVIEWING AND COMPILING INFORMATION ABOUT EDUCATIONAL, TRAINING, AND SUPPORTIVE RESOURCES FOR CAREER-RELATED MATERIALS FOR ADULTS. PRINCIPAL FOCUS IS ON MATERIALS CREATED BY THE PROJECTS INFORMATION UNIT TO MEET THE PARTICULAR NEEDS OF THEIR CLIENTS AND COUNSELORS. THREE MAJOR DIRECTORIES (OCCUPATIONAL PROJECTS, EDUCATION AND TRAINING RESOURCES, AND SUPPORTIVE SERVICES) AND FOUR SEPARATE PACKAGES (CAREER DEVELOPMENT SERIES, WOMEN AND THE WORLD OF WORK, LIBERAL ARTS AND SCIENCES AND THE WORLD OF WORK, AND EXTERNAL DEGREE STUDY - A NEW ROUTE TO CAREERS). THE MANUAL DESCRIBES IN DETAIL HOW TO DEVELOP THE DIRECTORIES AND HOW TO GATHER AND ORGANIZE THE DATA FOR THEIR DIFFERENT SECTIONS. EXAMPLES OF THE VARIOUS FORMS AND FORMATS USED AND THE PREPARATION OF A CROSS-REFERENCE CARD SYSTEM TO COVER THE INFORMATION IN THE DIRECTORIES ARE INCLUDED. (MF)
ERIC: ED124731 CAREER EDUCATION PROJECT, EDUCATION DEVELOPMENT CENTER, 55 CHAPEL STREET, NEWTON, MASSACHUSETTS 02160 (NO PRICE GIVEN)

1034 DEVELOPING COORDINATED TECHNICAL ASSISTANCE AND TRAINING PROGRAMS MAR 75
JORNS, WILLIAM J.;SMITH, DAVID G.
JOURNAL OF EMPLOYMENT COUNSELING;13:1;39-47
TRAINING OBJECTIVES, MANPOWER NEEDS, TECHNICAL ASSISTANCE, CURRICULUM, EDUCATIONAL PROGRAMS, PROGRAM DESCRIPTIONS, MODELS, LEGISLATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, MANPOWER PROGRAM
THE DESIGN OF A COORDINATED, MULTI-LEVEL TECHNICAL ASSISTANCE AND TRAINING SYSTEM IS CRUCIAL TO THE DELIVERY OF MANPOWER SERVICES UNDER CETA. A FRAMEWORK FOR THE DEVELOPMENT OF SUCH A SYSTEM, TOGETHER WITH TENTATIVE ROLES AND RESPONSIBILITIES FOR ITS IMPLEMENTATION ARE PRESENTED. (AUTHOR)
ERIC: EJ135753

1035 DEVELOPING CURRICULUM GOALS, OBJECTIVES AND INSTRUCTIONAL PLANS. MODULE 1.
WASHINGTON STATE UNIV., PULLMAN. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
CONTRACT NO. OEC-0-74-9287
NOTES: 117P.; RELATED DOCUMENTS VT 103 449 AND VT 103 450 THROUGH VT 103 452 THROUGH VT 103 457 IN THIS ISSUE.
VOCATIONAL EDUCATION, CURRICULUM GUIDES, CURRICULUM DEVELOPMENT, GRADUATE STUDY, PERFORMANCE BASED EDUCATION, BEHAVIORAL OBJECTIVES, LEARNING ACTIVITIES
PART OF A GRADUATE LEVEL, COMPETENCY-BASED CURRICULUM TO PREPARE SPECIALISTS IN VOCATIONAL EDUCATION CURRICULUM, THIS MODULE PROVIDES INFORMATION, ACTIVITIES, AND EXPERIENCES DESIGNED TO DEVELOP EXPERTISE IN WRITING GOAL STATEMENTS, PERFORMANCE AND INSTRUCTIONAL OBJECTIVES, AND IN DEVELOPING INSTRUCTIONAL PLANS. PRECEDED BY A PRETEST, POSTTEST, AND GLOSSARY OF TERMS, THE LEARNING ACTIVITIES AND INSTRUCTIONAL OBJECTIVES ARE ORGANIZED ACCORDING TO THREE MAJOR PERFORMANCE OBJECTIVES WHICH RELATE TO ESTABLISHING EDUCATIONAL PRIORITIES, WRITING AND SEQUENCING PERFORMANCE OBJECTIVES, AND COMPLETING OCCUPATIONAL AND INSTRUCTIONAL ANALYSES AS PART OF THE INSTRUCTIONAL PLAN. THESE MAJOR PERFORMANCE OBJECTIVES ARE SUBDIVIDED INTO SEVERAL INSTRUCTIONAL OBJECTIVES WHICH ARE ACCOMPANIED BY RELATED LEARNING ACTIVITIES. THE LEARNING ACTIVITIES INCLUDE FACT SHEETS, WORKSHEETS, ACTIVITY SHEETS, AND KEYS. A SELF-INSTRUCTIONAL MODULE IS APPENDED WHICH PROVIDES INFORMATION AND LEARNING EXPERIENCES FOR WRITING BEHAVIORAL OBJECTIVES IN THE SIX LEVELS OF THE COGNITIVE DOMAIN--KNOWLEDGE, COMPREHENSION, APPLICATION, ANALYSIS, SYNTHESIS, AND EVALUATION. A BIBLIOGRAPHY IS ALSO APPENDED. (NJ)
AIM/ARM: VT103451

1036 THE DEVELOPING LAW ON EQUAL EMPLOYMENT OPPORTUNITY 1976
MATTHIES, M.T.
JOURNAL OF CONTEMPORARY BUSINESS, VOL.5, NO.1, WINTER 1976, P. 29-46. BIBLIOG. 47
DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, LAW, MATERNITY LEAVE, MINORITIES, PENSION PLAN, RECRUITMENT
A DISCUSSION OF EMPLOYMENT PRACTICES WHICH DISCRIMINATE AGAINST MINORITIES INCLUDED ARE RECRUITING PRACTICES, APTITUDE TESTS, SENIORITY SYSTEMS, MATERNITY LEAVE, RELIGIOUS ACCOMODATION, AND RETIREMENT POLICIES.
MGMT: JC076040029

1037 DEVELOPING MODEL NYC PROGRAMS FOR RURAL YOUTH, FINAL REPORT. 27 MAY 71
MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 156P.
DEMONSTRATION PROGRAMS, EMPLOYMENT, GEOGRAPHIC REGIONS, PROGRAM DEVELOPMENT, RURAL AREAS, RURAL EDUCATION, RURAL URBAN DIFFERENCES, RURAL YOUTH, IOWA, MINNESOTA, NEBRASKA, NEIGHBORHOOD YOUTH CORPS
THIS REPORT COVERS THE FIRST PHASE OF A THREE-PHASE RESEARCH PROGRAM ENTITLED DEVELOPING MODEL NYC PROGRAMS FOR RURAL YOUTH. THE REPORT CONTAINS THREE SECTIONS. THE FIRST SECTION, AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE NORTH CENTRAL STATES CONTAINS A

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1037 DETAILED DESCRIPTION OF THE GENERAL FRAMEWORK OF A PROGRAM FOR RURAL YOUTHS LIVING IN THE NORTH CENTRAL STATES. THIS SECTION ALSO CONSTITUTES THE TENTATIVE GUIDELINES FOR OPERATING MODEL PROJECTS WITHIN THIS FRAMEWORK. THE SECOND SECTION, MODEL PROJECTS FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM DESIGNATES THREE SITES IN WHICH MODEL PROJECTS CAN BE TESTED, AND OUTLINES THE KINDS OF MODEL PROJECTS THAT ARE PLANNED, INCLUDING PROJECTED ENROLLMENT LEVELS AND BUDGETS. THE THIRD SECTION CONSISTS OF THREE OPERATING HANDBOOKS. (AUTHOR)
ERIC: ED061969 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 926, MF $1.45, HC $3.00)

1038 DEVELOPING NEW MODELS FOR PARAPROFESSIONALS IN HUMAN SERVICE OCCUPATIONS. FINAL REPORT. DEC 76
LESH, SEYMOUR;AND OTHERS
NATIONAL CHILD LABOR COMMITTEE, NEW YORK, N.Y. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-82-34-70-29
NOTES: 96P.
CREDENTIALS, DEMONSTRATION PROJECTS, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT QUALIFICATIONS, HIGHER EDUCATION, HUMAN SERVICES, INTERAGENCY COOPERATION, JOB TRAINING, MODELS, OCCUPATIONAL MOBILITY, OCCUPATIONS, PARAPROFESSIONAL PERSONNEL, POST SECONDARY EDUCATION, PROGRAM DEVELOPMENT, PROMOTION (OCCUPATIONAL), VOCATIONAL DEVELOPMENT
THE PROJECTS PURPOSE OF ELIMINATING MAJOR OBSTACLES BLOCKING CAREER ADVANCEMENT OF HUMAN SERVICE PARAPROFESSIONALS WAS ACHIEVED THROUGH A DEVELOPED MODEL ALLOWING NEW OPTIONS FOR UPGRADING WORKERS IN THREE OCCUPATIONS ADDICTION SERVICES, CHILD DEVELOPMENT, AND OCCUPATIONAL THERAPY. THE POLICIES AND PRACTICES OF EDUCATIONAL INSTITUTIONS, EMPLOYERS, UNIONS, PROFESSIONAL ASSOCIATIONS, CREDENTIALLING BODIES, AND OTHERS HINDERING THE UPGRADING OF LOW-LEVEL EMPLOYEES WERE INVESTIGATED AND, WHERE POSSIBLE, ALTERED. THE MAJOR THRUSTS WERE TO MAKE CREDENTIALS MORE RELEVANT TO JOB DUTIES, GIVE GREATER CREDIT FOR WORK AND LIFE EXPERIENCE, FOSTER MOBILITY AMONG HUMAN SERVICE OCCUPATIONS, AND MAKE IT POSSIBLE FOR PARAPROFESSIONALS TO OBTAIN EDUCATION AND TRAINING WHILE FULLY EMPLOYED. IN THIS REPORT, CHAPTER 1 COVERS THE ACTIVITIES INVOLVED IN THE PROJECTS DEVELOPMENT OF A MODEL FOR PARAPROFESSIONAL CAREER ADVANCEMENT, ALONG WITH METHODS AND PROCESSES USED IN IMPLEMENTING THE MODEL. CHAPTER 2 DISCUSSES THE FOLLOWING GENERIC ITEMS FOR CONSIDERATION WHEN IMPLEMENTING AN UPGRADING PROGRAM CONSORTIUM APPROACH, TASK ANALYSIS FOR JOB STRUCTURING AND CURRICULUM DEVELOPMENT, PRECEPTORS, CREDENTIALS AND CAREER DEVELOPMENT, PROGRAM COSTS, AND EVALUATION. THE APPENDIX, COVERING THE MAJOR PORTION OF THE DOCUMENT, CONTAINS DETAILED DESCRIPTIONS OF THE PROJECTS ATTEMPTS TO IMPLEMENT THE MODEL IN FIVE OCCUPATIONS--ADDICTION WORKER, CHILD DEVELOPMENT WORKER, OCCUPATIONAL THERAPIST, PUBLIC HEALTH NURSE, AND TEACHER--TWO OF WHICH WERE NOT SUCCESSFUL. THE DESCRIPTION OF EACH MODELS PROCESS IS INTENDED TO ASSIST THOSE INTERESTED IN REPLICATING THE MODEL. (SH)
ERIC: ED142718 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

1039 DEVELOPING PROGRAMS FOR THE EDUCATIONALLY DISADVANTAGED. MAY 68
PASSOW, A. HARRY, ED.
NOTES: 364P.
CHILD REARING, COMPENSATORY EDUCATION PROGRAMS, CURRICULUM DESIGN, DISADVANTAGED YOUTH, DROPOUTS, EDUCATIONAL RESEARCH, EDUCATIONAL STRATEGIES, ENGLISH INSTRUCTION, FAMILY SCHOOL RELATIONSHIP, INDIVIDUAL POWER, PROGRAM EVALUATION, RACIAL BALANCE, SLUM SCHOOLS, TEACHER ORIENTATION, TEACHING TECHNIQUES, VOCATIONAL EDUCATION, ESEA TITLE 1 PROGRAMS, MOBILIZATION FOR YOUTH, PROJECT CRAFT
THE 17 PAPERS IN THIS BOOK ARE COLLECTED TO OFFER SOME INSIGHTS INTO THE PROBLEMS OF TEACHING THE DISADVANTAGED. PART I CONTAINS PAPERS ON THE NATURE OF THE DISADVANTAGED CHILD, CURRICULUM RELEVANT TO HIS NEEDS, AND DIFFICULTIES IN EVALUATING COMPENSATORY EDUCATION PROGRAMS: PART II INCLUDES PAPERS DESCRIBING COMPENSATORY EDUCATION FROM VARIOUS VANTAGE POINTS (PROMISING PRACTICES, TITLE I PROGRAMS, AND HOME-SCHOOL COOPERATION): PART III HAS PAPERS WHICH RELATE RESEARCH ON MATERIAL CHILD REARING PRACTICES, CURRICULUM DEVELOPMENT, AND TEACHING STRATEGIES TO CHANGES IN EDUCATIONAL PRACTICES: PART IV CONTAINS PAPERS ON READING INSTRUCTION IN THE CRAFT PROJECT, THE IMPORTANCE OF TEACHING STANDARD ENGLISH AND ENGLISH AS A SECOND LANGUAGE, AND THE ORIENTATION OF TEACHERS IN INNER-CITY SCHOOLS: PART V INCLUDES PAPERS ON VOCATIONAL EDUCATION, THE SCHOOL DROPOUT, AND THE EDUCATIONAL PROGRAMS OF MOBILIZATION FOR YOUTH: AND PART VI HAS PAPERS ON ISSUES RELATED TO RACIAL IMBALANCE AND THE FEELINGS OF POWERLESSNESS WHICH AFFECT EDUCATIONAL, EMPLOYMENT, AND SOCIAL OPPORTUNITIES FOR THE DISADVANTAGED. (EF)
ERIC: ED025556 TEACHERS COLLEGE PRESS, TEACHERS COLLEGE, COLUMBIA UNIV., NEW YORK, N.Y. ($7.00 CLOTH, $3.95 PAPERBACK).

1040 DEVELOPING SUPERVISORS OCT 71
WESTLEY, K. H.
TRAINING OFFICER;7:10:301-3
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, JOB ANALYSIS, SIMULATION, SKILL ANALYSIS, WORK EXPERIENCE PROGRAMS, SHOE AND ALLIED TRADES RESEARCH ASSOCIATION, SATRA
AS A RESULT OF A SATRA COURSE IT WAS FOUND THAT EMPLOYEES ACTING AS INSTRUCTORS BECAME GOOD SUPERVISORS: AS INSTRUCTORS THEY WERE EXPERIENCING SITUATIONS SIMILAR TO THOSE OF SUPERVISORS. THUS, WHILE INSTRUCTORS ARE TRAINING NEWCOMERS, THE INSTRUCTORS, THEMSELVES, ARE TRAINING FOR SUPERVISORY POSITIONS. (RB)
ERIC: EJ045767

1041 DEVELOPING THE NATIONS WORK FORCE YEARBOOK 5 OF THE AMERICAN VOCATIONAL ASSOCIATION. 75
STRONG, MERLE E., ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C.
NOTES: 347P.
ANTHOLOGIES, APPRENTICESHIPS, BUSINESS, EDUCATIONAL OBJECTIVES, EQUAL OPPORTUNITIES (JOBS), FUTURES (OF SOCIETY), HUMAN CAPITAL, HUMAN RESOURCES, INDUSTRY, JOB SATISFACTION, LABOR FORCE, MANPOWER DEVELOPMENT, PERSONAL GROWTH, POLICY FORMATION, POST SECONDARY EDUCATION, PRODUCTIVITY, SECONDARY EDUCATION, TECHNICAL EDUCATION, TRAINING, VOCATIONAL EDUCATION, WORKING WOMEN, YEARBOOKS
FOCUSING ON MAJOR ISSUES RELATED TO THE PREPARATION OF THE NATIONS WORK FORCE, THE YEARBOOK CONSIDERS ALL SECTORS OF MANPOWER PREPARATION--PUBLIC AND PRIVATE SCHOOLS, INDUSTRY, MILITARY, AND OTHER AGENCIES. THIRTY CONTRIBUTING AUTHORS REPRESENT THE BROAD FIELDS OF MANPOWER AND RESEARCH. SECTION 1, THE OPPORTUNITY FOR LEADERSHIP, CONTAINS CHAPTERS ON BUILDING A NATIONAL MANPOWER POLICY, PREPARING PEOPLE FOR THE WORK FORCE, AND RELATING REVENUE SHARING TO MANPOWER TRAINING. SECTION 2, NATURE AND MEASUREMENT OF WORK, INCLUDES A SERIES OF CHAPTERS PRIMARILY BY PERSONS REPRESENTING DISCIPLINES OTHER THAN VOCATIONAL EDUCATION AND EXAMINES THE FUTURE OF WORK, THE IMPORTANCE OF WORK IN TERMS OF PERSONAL FULFILLMENT, CHANGES TAKING PLACE IN WORK, HOW WORK IS MEASURED, HOW PRODUCTIVITY IS MEASURED, SOME EXAMPLES OF RESTRUCTURING WORK, AND WORK SATISFACTION. SECTION 3, LEARNING FROM PAST MANPOWER EXPERIENCE, DEALS WITH SECONDARY/POSTSECONDARY VOCATIONAL AND TECHNICAL EDUCATION, PROPRIETARY VOCATIONAL SCHOOLS, TRAINING IN BUSINESS AND INDUSTRY, MANPOWER TRAINING AND APPRENTICESHIP, EMPLOYMENT TRAINING FOR SPECIAL GROUPS, AND WAR PRODUCTION TRAINING. SECTION 4, EQUAL OPPORTUNITY IN WORK AND EDUCATION, DISCUSSES DISCRIMINATION, EMPLOYMENT OF WOMEN, AND ECONOMIC RATIONALE FOR HUMAN INVESTMENT, AS WELL AS EDUCATIONAL GOALS AND SPECIFIC GOALS AND ROLES OF VOCATIONAL EDUCATION. (AUTHOR/EA)
ERIC: ED123449 PUBLICATION SALES, AMERICAN VOCATIONAL ASSOCIATION, 1510 H STREET NW, WASHINGTON, D.C. 20005 ($10.00)

1042 DEVELOPING THE WOMAN MANAGER 1975
HEINEN, J.S.; MCGLAUGHLIN, D.; LEGEROS, C.; FREEMAN, J.
PERSONNEL JOURNAL, VOL.54, NO.5, MAY 1975, P. 282-286+. BIBLIOG. 9
CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LEADERSHIP, MANAGEMENT, MIDDLE MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT, PSYCHOLOGY, TRAINING AND DEVELOPMENT, WOMEN AS MANAGERS, WOMEN IN BUSINESS
RESEARCH SHOWS THAT MANY TALENTED WOMEN TEND TO HIDE THEIR SKILLS IN MIXED SEX BUSINESS GROUPINGS. ORGANIZATIONS MUST MAKE THE DIFFICULT CHOICE OF EITHER UTILIZING LATENT TALENTS OF WOMEN OR IGNORING THEM.
MGMT: PEJ7540292

1043 DEVELOPING WORK-STUDY PROGRAMS FOR POTENTIAL DROPOUTS. A MANUAL. STEP--THE SCHOOL TO EMPLOYMENT PROGRAM. 65
SAVITZKY, CHARLES (AND OTHERS
NEW YORK STATE EDUCATION DEPT., ALBANY.
NOTES: 114P.
DISADVANTAGED YOUTH, DROPOUT PREVENTION, FAMILY BACKGROUND, GUIDANCE COUNSELING, JOB TRAINING, LESSON PLANS, RESOURCE GUIDES, STUDENT MOTIVATION, VOCATIONAL EDUCATION, WORK STUDY PROGRAMS, ALBANY, NEW YORK, SCHOOL TO EMPLOYMENT PROGRAM (STEP)
A WORK-STUDY PROGRAM WAS DESIGNED TO MOTIVATE AND TRAIN POTENTIAL DROPOUTS FOR EMPLOYMENT. A TEACHER-COORDINATOR CONDUCTED ORIENTATION CLASSES, SUPERVISED STEP PUPILS ON THE JOB, VISITED PARENTS, EMPLOYERS AND RESOURCE PERSONNEL, COUNSELED STUDENTS, FOLLOWED UP PUPIL PROGRESS WITH SUBJECT TEACHERS, MAINTAINED CONTACTS WITH COMMUNITY EMPLOYMENT RESOURCES AND PREPARED SPECIAL TEACHING MATERIALS. STUDENTS WERE SELECTED ON THE BASIS OF FAMILIAL ENVIRONMENT AND POOR SCHOOL RECORDS. THEY WERE INTERVIEWED AT LENGTH AND PLACED IN THE WORK-STUDY PROGRAMS OF ORIENTATION CLASSES, REGULAR SUBJECT CLASSES, AND AFTERNOON ON-THE-JOB TRAINING. STUDENTS WERE PERMITTED TO TRANSFER TO OTHER JOBS IF THEY DID NOT DO WELL. CLASSES MADE USE OF GROUP DISCUSSION, ROLE PLAYING, FIELD TRIPS, GUEST SPEAKERS, MATERIALS FROM WORK STATIONS, AND LIBRARY MATERIALS ON THE WORLD OF WORK. PARENT MEETINGS SOUGHT TO ENCOURAGE THEM TO COOPERATE IN MOTIVATING THEIR CHILDREN. LESSON PLANS INCLUDED, PROVIDED EDUCATIONAL EXPERIENCE TO TRAIN YOUTH IN APPLYING FOR JOBS, TO INITIATE PROPER ATTITUDES AND PROVIDE VOCATIONAL GUIDANCE. STUDENTS STUDIED WHY THEY SHOULD STAY IN SCHOOL, HOW TO USE THE NEWSPAPER IN LOOKING FOR A JOB, GOOD GROOMING, OPPORTUNITIES IN THE ARMED SERVICES, AND OTHER VOCATIONAL INFORMATION. A LIST OF AUDIOVISUAL AIDS IN VOCATIONAL EDUCATION IS GIVEN. AN EXTENSIVE PROFESSIONAL BIBLIOGRAPHY OF VOCATIONAL PUBLICATIONS FOR PUPILS ACCOMPANIES THE TEXT.
ERIC: ED001426

1044 DEVELOPMENT AND ADMINISTRATION OF THE YOUTH OPINION QUESTIONNAIRE. MINNESOTA STUDIES IN WORK ATTITUDES TECHNICAL REPORT NO. 2. OCT66
DAWIS, RENE V.;GRAEN, GEORGE B.
MINNESOTA UNIV., MINNEAPOLIS. INDUSTRIAL RELATIONS CENTER.
NOTES: 52P.
FACTOR ANALYSIS, HIGH SCHOOL STUDENTS, QUESTIONNAIRES, STATISTICAL ANALYSIS, STUDENT ATTITUDES, SURVEYS, WORK ATTITUDES, YOUTH OPINION QUESTIONNAIRE
THE YOUTH OPINION QUESTIONNAIRE IS BEING DEVELOPED AS AN INSTRUMENT WHICH MEASURES WORK ATTITUDES, IS APPROPRIATE FOR USE WITH HIGH SCHOOL AGE PEOPLE, AND REQUIRES 30-40 MINUTES TO COMPLETE. IT IS PART OF A RESEARCH PROJECT TO DETERMINE THE ATTITUDES (NEEDS, EXPECTATIONS, BELIEFS, AND PERCEPTIONS) OF THRESHOLD WORKERS WITH REGARD TO THE WORLD OF

(CONT.)

1044 WORK, TO STUDY THE DEMOGRAPHIC AND SOCIOECONOMIC FACTORS ASSOCIATED WITH THESE ATTITUDES, AND TO INVESTIGATE THE RELATIONSHIP OF THESE ATTITUDES TO ENTRY WORK EXPERIENCE. THIS REPORT DESCRIBES THE DEVELOPMENT AND REFINEMENT OF THE VOQ FROM THE ITEM DATA PRESENTED IN VT 001 437. THE REFINED QUESTIONNAIRE CONTAINS 195 ITEMS OF WHICH 95 EMPLOY A RATING FORMAT (FOUR RESPONSE CHOICES) AND 100 A PAIR-COMPARISON FORMAT. IN THE ADMINISTRATION PHASE OF THE PROJECT, OVER 10,000 STUDENTS IN 15 HIGH SCHOOLS WERE SURVEYED WITH THE REVISED QUESTIONNAIRE. DATA FROM 806 STUDENTS FROM ONE SCHOOL SYSTEM WERE ANALYZED AS TO MEANS STANDARD DEVIATIONS, AND HOYT INTERNAL CONSISTENCY RELIABILITY COEFFICIENTS FOR THE 29 CONTENT SCALES. WITH THE EXCEPTION OF FIVE SCALES, THE QUESTIONNAIRE SHOWED HIGH INTERNAL CONSISTENCY RELIABILITY. RESULTS INDICATED THAT THE PSYCHOMETRIC OBJECTIVES FOR THE QUESTIONNAIRE HAVE IN LARGE MEASURE BEEN ATTAINED. THE ITEM CONTENT OF THE ORIGINAL FORMS A, B, C, AND THE REFINED FORM G OF THE QUESTIONNAIRE AND THE ADMINISTRATION INSTRUCTIONS ARE INCLUDED. (SL)
ERIC: ED018592

1045 THE DEVELOPMENT AND APPLICATION OF BEHAVIORAL CRITERIA FOR EVALUATING MANPOWER PERFORMANCE AT THE MICRO LEVEL 1975
MILLARD, C.W.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 219-221. BIBLIOG. 7
BEHAVIORAL SCIENCE, CLUSTER ANALYSIS, FACTOR ANALYSIS, FEEDBACK, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, PERFORMANCE APPRAISAL, PLANNING, SCHEDULING, STATISTICS, TRAINING AND DEVELOPMENT
BEHAVIORAL EXPECTATION SCALES ARE DEVELOPED AND APPLIED IN A FIRM SETTING. THE BEHAVIORAL EXPECTATION SCALES (B.E.S.) HAVE AN EVALUATIVE SUPERIORITY OVER THE MORE CONVENTIONAL GRAPHIC RATING SCALE (G.R.S.). THE METHODOLOGY OF B.E.S. DEVELOPMENT IS DISCUSSED AND THE PERFORMANCE DIMENSIONS ARE IDENTIFIED. B.E.S. IDENTIFIES SPECIFIC TRAINING NEEDS ON AN INDIVIDUAL BASIS AND PROVIDES MORE CREDIBLE FEEDBACK.
MGMT: AMJ75MP219

1046 DEVELOPMENT AND DESIGN OF AN OCCUPATIONAL INFORMATION AND DELIVERY SYSTEM FOR FLORIDA MAY 75
TARR, JAMES R.;CAMPBELL, TIMOTHY A.
FLORIDA DEPT. OF COMMERCE, TALLAHASSEE. STATE MANPOWER SERVICES COUNCIL. ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. OFFICE OF PUBLIC AFFAIRS.
GRANT NO. EDA-04-06-01109
NOTES: TECHNICAL ASSISTANCE PROJECT REPT. 317P
INFORMATION SYSTEMS, EMPLOYMENT, NTISCOMEDA
THE REPORT IS THE INITIAL STEP IN THE DEVELOPMENT AND IMPLEMENTATION OF AN ON-GOING OCCUPATIONAL INFORMATION SYSTEM FOR THE STATE OF FLORIDA AND ITS SUB-STATE PLANNING REGIONS. IT PROVIDES AN INVENTORY AND ASSESSMENT OF EXISTING SYSTEMS AND PROGRAMS THAT PROVIDE SUPPLY AND DEMAND INFORMATION ON EMPLOYMENT AND OCCUPATIONS: A LISTING OF OCCUPATIONAL INFORMATION NEEDS SUBMITTED BY MANPOWER AND EDUCATIONAL PLANNERS: A COMPREHENSIVE OCCUPATIONAL NEEDS STATEMENT: A DESIGN OF THE DEMAND COMPONENT: A DESIGN OF THE SUPPLY COMPONENT: THE INTERFACING OF THE SUPPLY AND DEMAND COMPONENTS: AND A LISTING OF RECOMMENDATIONS FOR FURTHER STUDY TO IMPROVE THE QUALITY OF THE INPUT AND OUTPUT OF THE OCCUPATIONAL INFORMATION AND DELIVERY SYSTEM.
NTIS: COM-75-10735/9ST NTIS PRICES PC$9.25/MF$2.25

1047 THE DEVELOPMENT AND DIFFUSION OF THE TRAINING AND TECHNOLOGY PROGRAM A DECADE OF DEVELOPMENT OF MANPOWER TRAINING, 1965-1975. FINAL REPORT. 31 JAN 75
DEMIK, GARY H.;AND OTHERS
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN. MANPOWER DEVELOPMENT DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 43P.
DEMONSTRATION PROGRAMS, DISADVANTAGED GROUPS, INDUSTRIAL TRAINING, INTERINSTITUTIONAL COOPERATION, JOB PLACEMENT, JOB SKILLS, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM PLANNING, SOUTHERN STATES, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL RETRAINING, VOCATIONAL TRAINING CENTERS
THE REPORT DESCRIBES THE DEVELOPMENT OF A MODEL TRAINING PROGRAM, TRAINING AND TECHNOLOGY, AND SUBSEQUENT EFFORTS TO DIFFUSE THE INNOVATION. BEFORE THE INCEPTION OF TAT, A SURVEY STUDY, RESOURCES FOR SOUTHERN MANPOWER DEVELOPMENT, HAD INDICATED THAT THE SOUTH HAD CONSIDERABLE MANPOWER DEVELOPMENT POTENTIAL AND NEED. TAT WAS ORGANIZED BY OAK RIDGE ASSOCIATED UNIVERSITIES AND UNION CARBIDE CORPORATION, NUCLEAR DIVISION TO DEVELOP THE POTENTIAL AND SATISFY THE NEED. THE PROGRAM CAPITALIZED ON THE INDUSTRIAL TRAINING CAPACITY AND THE INDUSTRIAL ENVIRONMENT OF AN ACTUAL PRODUCTION FACILITY TO PRODUCE AN UP-TO-DATE TRAINING SYSTEM CAREFULLY DESIGNED AND FREQUENTLY MODIFIED TO MEET CURRENT INDUSTRIAL NEEDS. THE CONCEPT IN ITS FINAL FORM INVOLVED SIX MONTHS OF FULL TIME TRAINING WITH THE CURRICULA DIRECTED ENTIRELY TOWARD ACTUAL JOB SKILLS. WHEN THE CONCEPT WAS FULLY ESTABLISHED AND ITS EFFECTIVENESS DEMONSTRATED, ORAU ENCOURAGED DIFFUSION OF THE MODEL. THE MODEL IS ANALYZED IN TERMS OF ITS POTENTIAL FOR DIFFUSION. (NTIS)
ERIC: ED113498 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (PB-241-921: MC $3.75, MF $2.25)

1048 DEVELOPMENT AND EVALUATION OF AN EXPERIMENTAL CURRICULUM FOR THE NEW QUINCY (MASS.) VOCATIONAL-TECHNICAL SCHOOL. THE SEQUENCING OF LEARNING UNITS. SEVENTH QUARTERLY

TECHNICAL REPORT. 31 DEC 66
LECZNAR, WILLIAM B.;MORRISON, EDWARD J.
NOTES: 41P.
ARTICULATION (PROGRAM), CAREER CHOICE, CURRICULUM DEVELOPMENT, CURRICULUM RESEARCH, HORIZONTAL ORGANIZATION, LEARNING ACTIVITIES, SECONDARY EDUCATION, SEQUENTIAL APPROACH, SEQUENTIAL PROGRAMS, VERTICAL ORGANIZATION, VOCATIONAL EDUCATION, LEARNING STRUCTURES, PROJECT ABLE
THE PRINCIPAL GOAL OF PROJECT ABLE IS TO DEMONSTRATE THE INCREASED EFFECTIVENESS OF INSTRUCTION WHERE THE CONTENT IS DERIVED FROM AN ANALYSIS OF DESIRED BEHAVIOR AFTER GRADUATION. IT ALSO ATTEMPTS TO APPLY NEWLY DEVELOPED EDUCATIONAL TECHNOLOGY TO THE DESIGN, CONDUCT, AND EVALUATION OF VOCATIONAL EDUCATION. THIS REPORT CONSIDERS THE PROBLEM OF SELECTING SEQUENCES FOR LEARNING UNITS SO THAT STUDENTS ACQUIRE THE DESIRED PERFORMANCE CAPABILITIES SYSTEMATICALLY AND EFFICIENTLY. SECTION ONE REVIEWS A PLAN WHICH ALLOWS STUDENTS TO QUALIFY FOR SUCCESSIVELY HIGHER-LEVEL JOBS AND PROVIDES A SERIES OF POINTS AT WHICH STUDENTS MAY LEAVE THE CURRICULUM IN ACCORDANCE WITH THEIR CAPABILITIES AND NEEDS. SECTION TWO DISCUSSES AN ANALYTIC PROCEDURE FOR DERIVING LEARNING STRUCTURES, FIRST DESCRIBED BY R. M. GAGNE. IT PROVIDES AN ANALYSIS OF THE KINDS OF PERFORMANCE CAPABILITIES WHICH MUST BE ACQUIRED, RATHER THAN AN ANALYSIS OF SUBJECT-MATTER LOGIC. SECTION THREE REVIEWS THE MAJOR FACTORS AFFECTING A SEQUENCE THROUGH THE EXERCISE OF AVAILABLE SEQUENCE OPTIONS AND BY THE ADDITION, REPETITION, AND DELETION OF UNITS FROM THE SEQUENCE. THE FINAL SECTION OF THE REPORT CONCERNS EMPIRICAL TEST AND REVISION OF THE INITIAL SEQUENCE DESIGN. (PS)
AIM/ARM: VT002219

1049 THE DEVELOPMENT AND EVALUATION OF INNOVATIVE STRATEGIES FOR ENHANCING THE MEANINGFULNESS, GAINFULNESS AND STABILITY OF EMPLOYMENT FOR THE HARD-TO-EMPLOY. R+D PURSUITS 12/70-12/72 AND R+D PROJECTS TO BE UNDERTAKEN 12/72-6/74. 3 NOV 72
FEIFER, IRWIN
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 675P.
CAREER EDUCATION, DISADVANTAGED YOUTH, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, LITERATURE REVIEWS, MANPOWER DEVELOPMENT, MOTIVATION TECHNIQUES, PROGRAM ADMINISTRATION, RESEARCH PROJECTS, TRAINING TECHNIQUES, VOCATIONAL REHABILITATION
THE FIRST PART OF THE REPORT PRESENTS PROJECTS IN THE OPERATIONAL, EVALUATIVE, OR EXPLORATORY RESEARCH PHASE FROM DECEMBER 16, 1972 TO APRIL 15, 1974. THE SECOND PART REVIEWS THE PROJECTS AND PRODUCTS COMPLETED DURING THE PERIOD FROM DECEMBER 16, 1970 TO DECEMBER 15, 1971. TRAINING MATERIALS AND REPORTS EVOLVING FROM THE RESEARCH ARE LISTED AS MANUALS, SPECIAL REPORTS, MANPOWER MONOGRAPHS ON DISADVANTAGED YOUTH, AND FIELD EXPERIMENTS IN MANPOWER ISSUES. THE INDIVIDUAL RESEARCH PROJECTS FOR WHICH DETAILED REVIEWS AND DEVELOPMENTS ARE GIVEN FALL INTO THE FOLLOWING BROAD CATEGORIES (1) EXPERIMENTATION WITH ALTERNATIVE TRAINING INCENTIVES AND CONTINGENCY MANAGEMENT REINFORCEMENT SYSTEMS FOR PUBLIC AND PRIVATE MANPOWER DEVELOPMENT PROGRAMS, (2) FACILITATING CAREER EDUCATION THROUGH MANPOWER PROGRAMS, (3) EXPLORATIONS WITH ALTERNATIVE DRUG ABUSE DIAGNOSTIC AND TREATMENT VEHICLES, (4) OPTIMIZING THE UTILIZATION OF CURRENT GOVERNMENT MANPOWER PROGRAMS, AND (5) FACILITATING JOB TRAINING AND RELOCATION OPPORTUNITIES FOR EMIGRES TO THE UNITED STATES. (MF)
ERIC: ED078146 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 214 163, MF $1.45, MC SEE CATALOG FOR HARDCOPY PRICE)

1050 DEVELOPMENT AND IMPLEMENTATION OF A MODEL REGIONAL INFORMATION SYSTEM FOR VOCATIONAL-TECHNICAL EDUCATION. FINAL REPORT. VOL. 2. JAN 76
TENNESSEE UNIV., KNOXVILLE. OCCUPATIONAL RESEARCH AND DEVELOPMENT COORDINATING UNIT. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1747
NOTES: 127P.; FOR VOLUME 1, SEE CE 006 901. APPENDICES C-L WILL NOT REPRODUCE WELL IN MICROFICHE DUE TO POOR QUALITY OF COMPUTER PRINTOUT
ADMINISTRATOR ATTITUDES, DATA ANALYSIS, INFORMATION SOURCES, INFORMATION SYSTEMS, MODELS, PROGRAM ATTITUDES, PROGRAM COSTS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, REGIONAL PLANNING, REGIONAL PROGRAMS, STUDENT ATTITUDES, TABLES (DATA), TECHNICAL EDUCATION, VOCATIONAL EDUCATION, APPALACHIA
VOLUME 2 OF THE REPORT ON THE DEVELOPMENT AND IMPLEMENTATION OF A MODEL REGIONAL INFORMATION SYSTEM FOR VOCATIONAL-TECHNICAL EDUCATION CONSISTS OF APPENDIXES TO VOLUME 1 AND INCLUDES THE FOLLOWING SUPPORTIVE DATA AND PROJECT MATERIALS (1) INFORMATION SOURCES USED BY 36 ADMINISTRATORS IN APPALACHIAN REGIONS OF TENNESSEE, NORTH CAROLINA, AND VIRGINIA; (2) REGIONAL INFORMATION SYSTEM DATA SOURCES; (3) REGIONAL INFORMATION CODING SYSTEM; (4) SELECTED DATA BY COUNTY; (5) OCCUPATIONAL DEMAND SUBFILES; (6) PROGRAM COST PROJECTIONS; (7) SOURCES OF OCCUPATIONAL TRAINING; (8) EVALUATION OF VOCATIONAL PROGRAMS AND OF EMPLOYMENT BY SECONDARY AREA VOCATIONAL TECHNICAL SCHOOL (AVTS) GRADUATES; (9) EMPLOYMENT STATUS ACCORDING TO SECONDARY AND AVTS GRADUATES; (10) FACILITIES AND EQUIPMENT; (11) RULES, REGULATIONS AND CERTIFICATION; (12) INDIVIDUAL AND COMPOSITE DATA PACKS; (13) EVALUATIONS OF STUDENT FILE, PERSONNEL FILE, OCCUPATIONAL DEMAND FILE, COUNTY INFORMATION FILE, AND THE REGIONAL INFORMATION SYSTEM (RIS); AND (14) GUIDELINES FOR A USERS MANUAL. (MW)
ERIC: ED126243

1051 THE DEVELOPMENT AND VALIDATION OF R/EAL, AN INSTRUMENT TO ASSESS FUNCTIONAL LITERACY.

JUN 73
LICHTMAN, MARILYN
CATHOLIC UNIV. OF AMERICA, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. JOB CORPS.
NOTES: 38P.
ADOLESCENTS, ADULTS, CRITERION REFERENCED TESTS, DATA ANALYSIS, DISADVANTAGED GROUPS, FUNCTIONAL ILLITERACY, MEASUREMENT INSTRUMENTS, READING TESTS, RESEARCH METHODOLOGY, TABLES (DATA), TEST CONSTRUCTION, TEST RELIABILITY, TESTS, TEST VALIDITY, READING EVERYDAY ACTIVITIES IN LIFE, REAL
RESEARCH PROCEDURES USED IN THE DEVELOPMENT AND VALIDATION OF R/EAL (READING/EVERYDAY ACTIVITIES IN LIFE), A NEW TEST TO OVERCOME PROBLEMS IN ASSESSING FUNCTIONAL LITERACY AMONG ADOLESCENTS AND ADULTS, ARE DESCRIBED. SPECIFIC OBJECTIVES OF THE STUDY WERE TO (1) PROVIDE INFORMATION ABOUT THE DESIGN AND DEVELOPMENT OF R/EAL, INCLUDING DETERMINATION OF READING CRITERIA, ESTABLISHMENT OF TASK ANALYSES, PRODUCTION AND SELECTION OF INDIVIDUAL TEST ITEMS, DEVELOPMENT OF TEST FORMAT AND PROCEDURES, AND COMPLETION OF THE FINAL VERSION OF R/EAL; AND (2) PROVIDE INFORMATION ABOUT THE VALIDATION OF R/EAL, INCLUDING PROCEDURES AND DATA ON RELIABILITY AND VALIDITY FOR A SELECT SAMPLE. FOLLOWING FIELD TESTING OF THE R/EAL, A REVISED VERSION OF THE INSTRUMENT WAS DEVELOPED, WHICH CONTAINS READING CRITERIA SELECTED FROM COMMON DAILY READING MATERIALS; INCLUDES TASKS RELATED TO EACH CRITERION DEVELOPED BASED ON THE READING FUNCTIONS REQUIRED TO DEAL WITH THE INDIVIDUAL CRITERIA; AND PRESENTS ALL DIRECTIONS AND QUESTIONS IN AURAL FORM VIA INDIVIDUALLY OPERATED CASSETTE PLAYERS. THE METHODOLOGY USED FOR VALIDATING R/EAL, INCLUDING SAMPLE SELECTION, TESTING PROCEDURES, AND ITEM ANALYSIS, IS DESCRIBED, AND DATA RELATING TO INDIVIDUAL ITEM AND TOTAL TEST STATISTICS, FACTOR ANALYSIS DATA, RELIABILITY, AND VALIDITY ARE REPORTED. THE RELIABILITY AND VALIDITY FIGURES ON R/EAL TEND TO SUPPORT ITS USE AS A VIABLE ASSESSMENT INSTRUMENT FOR FUNCTIONAL LITERACY. ITEM ANALYSIS FIGURES SHOW A DIFFICULTY LEVEL OF ITEMS FOR THE TOTAL GROUP RAINING FROM .35 TO .97 WITH A MEDIAN OF .60. (DB)
ERIC: ED081911

1052 DEVELOPMENT OF A MODEL UNIVERSITY HUMAN RESOURCES PROGRAM. JUL 71
ROTHBAUM, MELVIN;FRANKE, WALTER
ILLINOIS UNIV., CHAMPAIGN. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 188P.
EDUCATIONAL RESOURCES, HUMAN RESOURCES, INFORMATION SYSTEMS, INSTITUTIONAL ROLE, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, MODELS, PROGRAM PLANNING, PUBLIC POLICY, STATE GOVERNMENT, UNIVERSITIES
THIS STUDY WAS AN EXPERIMENTAL PROJECT TO INVESTIGATE HOW EDUCATIONAL RESOURCES AND SKILLS MIGHT BE ORGANIZED AND APPLIED TO MAJOR MANPOWER PROBLEMS AT THE STATE AND LOCAL LEVEL WITH EMPHASIS ON THE ROLE OF THE UNIVERSITY IN THE MANPOWER PLANNING ACTIVITIES OF THE STATE OF ILLINOIS. THE REPORT DESCRIBES THE PARTICIPATION OF UNIVERSITY PERSONNEL IN EFFORTS TO TRAIN MANPOWER PLANNING PERSONNEL AT THE STATE AND LOCAL LEVEL, TO DEVELOP MODELS FOR RESEARCH AND ANALYSIS ON MANPOWER PLANNING AND COORDINATION PROBLEMS, AND TO ASSESS THE PROBLEMS OF JOINT GOVERNMENTAL-UNIVERSITY EFFORTS. EXPERIENCE ON THE PROJECT INDICATED ORGANIZATIONAL DIFICIENCIES BOTH IN THE UNIVERSITY AND IN STATE GOVERNMENT. ESTABLISHMENT OF AN ADEQUATELY STAFFED STATE AGENCY WITH OVERALL RESPONSIBILITY FOR MANPOWER PROGRAMS THAT CAN EFFICIENTLY UTILIZE THE SERVICES AVAILABLE FROM THE UNIVERSITY IS RECOMMENDED. (AUTHOR)
ERIC: ED060209

1053 DEVELOPMENT OF A PROCESS TO IDENTIFY COMPETENCIES COMMON TO TWO OR MORE JOBS. FINAL REPORT. JUN 75
WISCONSIN UNIV. - STOUT, MENOMONIE. CENTER FOR VOCATIONAL, TECHNICAL AND ADULT EDUCATION. WISCONSIN STATE BOARD OF VOCATIONAL, TECHNICAL, AND ADULT EDUCATION, MADISON.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 35P.
TASK ANALYSIS, PILOT PROJECTS, CURRICULUM DEVELOPMENT, JOB SKILLS, TRANSFER OF TRAINING, VOCATIONAL EDUCATION
THE OBJECTIVE OF THIS PROJECT WAS TO DEVELOP A PROCESS TO IDENTIFY COMPETENCIES COMMON TO TWO OR MORE JOBS SO THAT VOCATIONAL CURRICULUM COULD PROVIDE ADEQUATE FLEXIBILITY OF SKILLS IN PREPARATION FOR A WORLD OF WORK WHICH INCLUDES REGULAR JOB TRANSITION. PROCEDURES INCLUDED THE DEVELOPMENT OF A QUESTIONNAIRE WHICH WAS ADMINISTERED DURING INTERVIEWS WITH 13 SKILLED AND SEMISKILLED PRACTITIONERS IN DIVERSE AREAS OF INDUSTRY. ALSO INCLUDED WAS A SEARCH FOR SPECIFICALLY RELATED TASK ANALYSES WHICH WAS PRECEDED BY A REVIEW OF RELATED LITERATURE AND RESEARCH. ON THE BASIS OF THIS PILOT STUDY, IT IS RECOMMENDED THAT A PROCESS TO IDENTIFY COMPETENCIES COMMON TO TWO OR MORE OCCUPATIONS INVOLVE A PERSONAL CONTACT FIELD TECHNIQUE, A STANDARD QUESTIONNAIRE, SUBJECTS CONFORMING TO THE SPECIFIC OCCUPATIONS TO BE STUDIED, AND AN ITEM COMPARISON TECHNIQUE TO ESTABLISH THE COINCIDENCE OF JOB CONTENT. REFERENCES AND THE QUESTIONNAIRE ARE APPENDED. (LJ)
AIM/ARM: VT102665

1054 DEVELOPMENT OF A PROGRAM OF INSTRUCTION FOR WIN EMPLOYABILITY ORIENTATION. FINAL REPORT. FEB 72
OSBORN, WILLIAM C.;AND OTHERS
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 152P.

(CONT.)
1054 CURRICULUM GUIDES, EFFECTIVE TEACHING, EVALUATION METHODS, INSTRUCTIONAL PROGRAMS, JOB SKILLS, LABOR FORCE NONPARTICIPANTS, MANPOWER DEVELOPMENT, ORIENTATION MATERIALS, SKILL DEVELOPMENT, STUDENT BEHAVIOR, TEACHING TECHNIQUES, TRAINEES, TRAINING OBJECTIVES, VOCATIONAL APTITUDE, VOCATIONAL COUNSELING
THIS REPORT DESCRIBES THE DEVELOPMENT OF A FLEXIBLE MODEL PROGRAM OF INSTRUCTION THAT INCLUDED CURRICULUM ELEMENTS, TRAINING OBJECTIVES, INSTRUCTIONAL METHODS AND PROCEDURES, AND MEASURES FOR EVALUATING BOTH INDIVIDUAL TRAINEE NEEDS AND TRAINING ACHIEVEMENT FOR WORK INCENTIVE ORIENTATION TRAINING. THE RESEARCH IS PART OF AN EFFORT TO PREPARE UNEMPLOYED PEOPLE FOR JOB ENTRY. THE INSTRUCTIONAL PROGRAM COVERS 18 MAJOR AREAS OF EMPLOYABILITY ORIENTATION: A SMALL STUDY OF THE EFFECTIVENESS OF TRAINING IN ONE OF THE AREAS--VOCATIONAL ASSESSMENT--IS REPORTED HEREIN. (AUTHOR)
ERIC: ED060442

1055 THE DEVELOPMENT OF A SOURCE BOOK ON MANPOWER FOR USE BY SOCIAL WORKERS. MAR 72
PURVINE, MARGARET
COUNCIL ON SOCIAL WORK EDUCATION, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 15P.; SOURCEBOOK PRODUCED, MANPOWER AND EMPLOYMENT A SOURCE BOOK FOR SOCIAL WORKERS, AVAILABLE FROM COUNCIL ON SOCIAL WORK ED., 345 E. 46TH ST., N.Y. 10017
INFORMATION NEEDS, INFORMATION UTILIZATION, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MATERIAL DEVELOPMENT, SOCIAL WORK
THE PROJECTS PURPOSE WAS TO DEVELOP A SOURCE BOOK ON MANPOWER, TO BE USED BY SOCIAL WORKERS TO INCREASE THEIR KNOWLEDGE AND ENHANCE THEIR PROFESSIONAL SKILLS IN THIS AREA. THE REPORT DESCRIBES THE SOURCES OF INFORMATION USED AND THE PROBLEMS ENCOUNTERED IN DEVELOPING THE SOURCE BOOK AND DISCUSSES WAYS IN WHICH THE BOOK CAN BE USED IN SOCIAL WORK EDUCATION. THE REPORT INCLUDES THE TABLE OF CONTENTS AND A BRIEF SUMMARY OF EACH SELECTION IN THE SOURCE BOOK. (AUTHOR)
ERIC: ED081937 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-209 241: MF $1.45, HC PRICE NOT QUOTED)

1056 THE DEVELOPMENT OF A SYSTEM FOR FINANCIAL MANAGEMENT OF PUBLIC SERVICE EMPLOYMENT SUBCONTRACTS THE VERMONT EXPERIENCE, FINAL REPORT. SEP 73
BATTELLE, PETER E.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER, DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENTUK
NOTES: 85P.; FOR RELATED DOCUMENTS, SEE CE 001 805-817
BUDGETING, EDUCATIONAL FINANCE, EMPLOYMENT PROGRAMS, FINANCIAL PROBLEMS, MONEY MANAGEMENT, PILOT PROJECTS, PROGRAM BUDGETING, MANPOWER RESEARCH, VERMONT
THE MOST DIFFICULT PROBLEM IN THE FINANCIAL MANAGEMENT OF A PROGRAM OF PUBLIC SERVICE EMPLOYMENT (OR SUBSIDIZED WORK-TRAINING EXPERIENCE) IS THE OVER-OBLIGATION OF FUNDS. SOME TRAINING SLOTS ARE NEVER FILLED, SOME TRAINEES DROP OUT EARLY FROM THE PROGRAM, AND OTHERS COMPLETE THEIR TRAINING EARLY. ALL OF THESE FACTORS FREE FUNDS WHICH MUST BE PROMPTLY IDENTIFIED IF THEY ARE TO BE PUT TO ALTERNATIVE USES. THE BEST WAY TO AVOID THIS PROBLEM IS TO USE A DETAILED AND FLEXIBLE WORKING BUDGET WHICH IS KEPT UP TO DATE BY TIMELY AND SYSTEMATIC COMPARISON BETWEEN ACTUAL AND PROJECTED EXPENDITURES. THE CENTRAL OFFICE SHOULD USE ACTUAL RATHER THAN ANTICIPATED OUTLAYS AS A MEANS OF CONTROLLING COSTS. REALISTIC ALLOWANCE SHOULD ALSO BE MADE FOR DELAYS IN EMPLOYER BILLINGS. (INCLUDED ARE 12 APPENDIXES, A GLOSSARY, LISTS OF TABLES AND ILLUSTRATIONS.) (AUTHOR)
ERIC: ED094265 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

1057 THE DEVELOPMENT OF A VOCATIONAL INTEREST SURVEY USING THE DATA-PEOPLE-THINGS MODEL OF WORK. APR 69
DCOSTA, AYRES G.
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, WASHINGTON, D.C.
NOTES: 13P.; PAPER PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, LAS VEGAS, NEVADA, MARCH 30--APRIL 3, 1969
INTEREST SCALES, INTEREST TESTS, MEASUREMENT INSTRUMENTS, MODELS, OCCUPATIONAL INFORMATION, OCCUPATIONAL TESTS, TEST CONSTRUCTION, TESTS, VOCATIONAL APTITUDE, VOCATIONAL COUNSELING, DICTIONARY OF OCCUPATIONAL TITLES 1965, DOT, OHIO VOCATIONAL INTEREST SURVEY 1968, OVIS
UNDERSTANDING THE WORLD OF WORK IS CONTINGENT UPON THE AVAILABILITY OF GOOD OCCUPATIONAL INFORMATION. SINCE THE INDIVIDUAL MUST INTERPRET WHAT HE KNOWS ABOUT HIMSELF IN TERMS OF HIS UNDERSTANDING OF THE CHARACTERISTICS OF THE WORLD OF WORK, IT IS IMPORTANT THAT THE WORLD OF WORK BE DESCRIBED TO HIM IN TERMS THAT MAKE THIS INTERPRETATION EASY. JOBS MUST BE DEFINED IN TERMS THAT MAKE THIS INTERPRETATION EASY. JOBS MUST BE DEFINED IN TERMS OF WORKER CHARACTERISTICS. THE DICTIONARY OF OCCUPATIONAL TERMS (1956) (DOT) WAS DESIGNED WITH THIS GOAL IN MIND. THE OHIO VOCATIONAL INTEREST SURVEY (OVIS) HAS DEVELOPED 24 INTEREST SCALES, BASED ON A CUBE MODEL OF THE BASIC WORK DIMENSIONS: DATA, PEOPLE, AND THINGS. THE OVIS USES D.O.T. WORKER TRAIT GROUPS AND RECODED D.O.T. NUMBER LEVELS. THE 24 OVIS SCALES REPRESENT ALL OF THE 114 D.O.T. WORKER TRAIT GROUPS AND THEREFORE THE WORLD OF WORK. THE DEVELOPMENT, RELIABILITY, AND VALIDITY, AND THE STANDARDIZATION OF THE OVIS IS DISCUSSED. ALTHOUGH THE OVIS SCALES DO NOT YET HAVE THE BENEFIT OF LONG TERM RELIABILITY AND VALIDITY STUDIES, IT DOES APPEAR THAT THEY ARE SOUND AND PROMISING. OVIS IS ADAPTABLE TO A COMPUTERIZED SYSTEM OF VOCATIONAL INFORMATION BASED ON THE D.O.T., AND CAN BE READILY USED IN A COMPUTER-ASSISTED SYSTEM DESIGNED TO TEACH DECISION-MAKING AND FACILITATE VOCATIONAL EXPLORATION. (AUTHOR/KJ)
ERIC: ED033385

1058 THE DEVELOPMENT OF ACHIEVEMENT MEASURES FOR TRADE AND TECHNICAL EDUCATION. PROGRESS REPORT NUMBER TWO. 66
NORTH CAROLINA UNIV., RALEIGH. N.C. STATE UNIV.
NOTES: 43P.
ACHIEVEMENT TESTS, CURRICULUM, CURRICULUM EVALUATION, PSYCHOMOTOR SKILLS, RESEARCH PROJECTS, TACTUAL PERCEPTION, TECHNICAL EDUCATION, TEST CONSTRUCTION, TRADE AND INDUSTRIAL EDUCATION, NORTH CAROLINA
THE 11 INSTITUTIONS AGREEING TO PARTICIPATE IN THE STUDY TO DISCOVER MORE ADEQUATE WAYS OF MEASURING IMPORTANT TACTILE-KINESTHETIC MODALITIES WERE VISITED, AND THE OPERATING PROCEDURES AND INFORMATION ON WHAT WOULD BE EXPECTED OF EACH INSTITUTION WERE OUTLINED. APPROXIMATELY 20 INSTRUCTORS BEGAN WORK ON A DETAILED CURRICULUM ANALYSIS IN THEIR RESPECTIVE AREAS AND ON THE DEVELOPMENT OF ITEMS FROM WHICH A PRELIMINARY FORM OF AN EXAMINATION WILL BE MADE. A PRELIMINARY FORM OF A COMPREHENSIVE ELECTRONICS TECHNOLOGY EXAMINATION AND RESULTS FROM 41 STUDENTS WHO TOOK THE EXAMINATION 2 YEARS AGO WERE MADE AVAILABLE BY THE CURRICULUM LABORATORY, NORTH CAROLINA DEPARTMENT OF COMMUNITY COLLEGES. STATISTICAL ANALYSES WERE PERFORMED, AND IT IS FELT THAT THIS EXAMINATION MAY FORM A NUCLEUS FOR THE PAPER AND PENCIL TEST TO BE DEVELOPED. THE STAFF DECIDED TO ATTEMPT TO MEASURE TACTILE-KINESTHETIC SENSITIVITY BY AN EXPERIMENT UTILIZING THE PSYCHOPHYSICAL APPROACH. SPECIALIZED APPARATUS WAS DESIGNED AND CONTRACTED FOR CONSTRUCTION. THE APPENDIXES CONTAIN (1) AN AMENDMENT TO THE RESEARCH PROJECT, TO PROVIDE A BASIC RESEARCH EFFORT DIRECTED TOWARD OBTAINING ANSWERS TO SOME OF THE QUESTIONS EMANATING FROM THE ACHIEVEMENT TEST DEVELOPMENT, AND (2) WORKING PAPERS TITLED TACTILE-KINESTHETIC SENSITIVITY EXPERIMENT AND THE ASSESSMENT OF TRADE AND TECHNICAL EDUCATION COURSES--THE USE OF INSTRUCTOR AND PEER RATINGS AS INTERMEDIATE CRITERIA OF CURRICULA EFFECTIVENESS. A BIBLIOGRAPHY IS INCLUDED. OTHER PROGRESS REPORTS ARE VT 003 205, VT 003 699, VT 005 199, AND VT 005 200. (MC)
ERIC: ED018629

1059 DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH-WORK TRAINING PROGRAM ENROLLEES PHASE II LONGITUDINAL VALIDATION. JAN 74
FREEBERG, NORMAN E.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 73P.
ADOLESCENTS, ASPIRATION, ATTITUDE TESTS, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EVALUATION METHODS, INTEREST TESTS, JOB SATISFACTION, JOB SKILLS, LONGITUDINAL STUDIES, MOTIVATION, OUT OF SCHOOL YOUTH, PERSONALITY TESTS, SOCIAL ADJUSTMENT, TEST RELIABILITY, TESTS, TEST VALIDITY, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, ENROLLEE TEST BATTERY, NEIGHBORHOOD YOUTH CORPS
A BATTERY OF TESTS, DESIGNED EXPRESSLY FOR USE IN ASSESSMENT OF DISADVANTAGED ADOLESCENTS ENROLLED IN YOUTH-WORK TRAINING PROGRAMS, WAS VALIDATED PREDICTIVELY AGAINST BOTH SHORT-TERM (PROGRAM COMPLETION) AND LONGER-TERM (POST-PROGRAM) BEHAVIORAL OUTCOME DIMENSIONS. MEASURES OF THE BATTERY DISPLAYED THEIR BEST VALIDITIES WITH SUCH LONGER-TERM CRITERION DIMENSIONS AS SOCIAL AND VOCATIONAL ADJUSTMENT, JOB SUCCESS AND SATISFACTION AND JOB SEARCH MOTIVATION. THE MOST VALID TESTS WERE THREE PRACTICAL REASONING MEASURES (I.E., SKILL AT FOLLOWING DIRECTIONS IN JOB TASKS); THREE VOCATIONAL ORIENTATION MEASURES (I.E., KNOWLEDGE OF JOB REQUIREMENTS AND SKILL AT SEEKING AND HOLDING JOBS) AND TWO ATTITUDINAL MEASURES (SELF-ESTEEM AND ATTITUDE TOWARD AUTHORITY). THE MOST RELEVANT SHORT-TERM CRITERIA WERE ALSO IDENTIFIED AND FUTURE POTENTIAL OF THE TEST BATTERY FOR PROGRAMMATIC EVALUATION AND GUIDANCE APPLICATIONS WAS DISCUSSED. (AUTHOR)
ERIC: ED087820

1060 DEVELOPMENT OF CAREER OPPORTUNITIES FOR TECHNICIANS IN THE NUCLEAR MEDICINE FIELD, PHASE I. INTERIM REPORT NUMBER 1 SURVEY OF JOB CHARACTERISTICS, MANPOWER NEEDS AND TRAINING RESOURCES, JULY 1969. AUG 69
TECHNICAL EDUCATION RESEARCH CENTER, CAMBRIDGE, MASS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 290P.
CAREER OPPORTUNITIES, EDUCATIONAL NEEDS, EDUCATIONAL PROGRAMS, HEALTH OCCUPATIONS, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, RADIOLOGIC TECHNOLOGISTS, TASK ANALYSIS, TRAINING
PHASE I OF A MULTIPHASE RESEARCH PROGRAM IN PROGRESS AT THE TECHNICAL EDUCATION RESEARCH CENTER, INC., WAS CONDUCTED TO ANALYZE NEEDS AND RESOURCES IN TERMS OF JOB PERFORMANCE TASKS, CAREER OPPORTUNITIES, AND TRAINING REQUIREMENTS FOR NUCLEAR MEDICAL TECHNICIANS. DATA WERE GATHERED THROUGH PERSONAL INTERVIEWS WITH 203 PERSONS, MOSTLY PHYSICIANS, AND FROM 151 QUESTIONNAIRE RESPONDENTS. MAJOR FINDINGS WERE (1) NUCLEAR MEDICINE HAS GROWN RAPIDLY, BUT MORE MONEY, BETTER EQUIPMENT, AND IMPROVED INSTRUCTIONAL PROGRAMS FOR TECHNICIANS WOULD SPEED THE GROWTH, (2) DIAGNOSIS IS THE MAJOR CONCERN OF EVERY NUCLEAR MEDICINE DEPARTMENT SURVEYED, ALTHOUGH MOST ARE INVOLVED IN SOME RADIOTHERAPY WORK, (3) THE TECHNICIANS TASKS CENTER UPON SCANNING AND THE RELATED ACTIVITIES OF RADIOPHARMACEUTICAL PREPARATION AND ORAL ADMINISTRATION TO THE PATIENT, (4) STANDARDIZATION OF PREPARATORY PROGRAMS AND CERTIFICATION REQUIREMENTS IS NEEDED, AND (5) NEED WAS EXPRESSED FOR A STANDARD TEXTBOOK WRITTEN ESPECIALLY FOR THE TECHNICIAN AND FOR MORE CAREFUL INSTRUCTION IN CLINICAL PROCEDURE, USE OF INSTRUMENTS, MATHEMATICS, AND RADIATION PHYSICS. (SB)
ERIC: ED042902

1061 DEVELOPMENT OF CAREER PROGRESSION SYSTEMS FOR EMPLOYEES IN THE FOODSERVICE INDUSTRY. FINAL REPORT. 15 APR 74
NATIONAL RESTAURANT ASSOCIATION, CHICAGO, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 146P.
CAREER LADDERS, FEASIBILITY STUDIES, FOOD SERVICE INDUSTRY, FOOD SERVICE OCCUPATIONS, JOB ANALYSIS, SYSTEMS APPROACH, WORK ENVIRONMENT
FIRMS REPRESENTING FOUR SEGMENTS OF THE FOODSERVICE INDUSTRY (INSTITUTIONAL FOODSERVICE (9 JOBS), COMMERCIAL RESTAURANTS (19 JOBS), HOTEL FOODSERVICE (100 JOBS), AND AIRLINE FOODSERVICE (10 JOBS), PARTICIPATED IN A CAREER AND TRAINING STUDY TO TEST THE FEASIBILITY OF DESIGNING AND IMPLEMENTING CAREER PROGRESSION (C.P.) SYSTEMS WITHIN THESE SEGMENTS. THE FIRMS WERE EXAMINED IN THE AREAS OF ORGANIZATIONAL ENVIRONMENT, PRODUCTION PROCESS, EMPLOYEE RECRUITMENT AND PROMOTION, JOB ANALYSIS AND C.P., SUPPORT SYSTEMS FOR C.P., MANAGEMENT DECISION ON IMPLEMENTING C.P., AND EFFECTS OF THE CAREER AND TRAINING STUDY. MAJOR FINDINGS WERE C.P. SYSTEMS ARE APPLICABLE TO THE FOODSERVICE INDUSTRY: A MODIFIED JOB TASK ANALYSIS IS AN EFFECTIVE METHOD FOR STRUCTURING THE DATA REQUIRED TO DESIGN SUCH SYSTEMS: THE NATIONAL RESTAURANT ASSOCIATION IS AN EFFECTIVE VEHICLE FOR COMMUNICATING THE C.P. CONCEPT: WORKER PRODUCTIVITY MEASURES GENERALIZABLE TO ALL SEGMENTS OF THE INDUSTRY COULD NOT BE DEVELOPED: LABOR UNION AFFILIATION WAS NOT A BARRIER TO THE INTRODUCTION OF C.P. SYSTEMS: A C.P. SYSTEM IS ONE SEGMENT OF A TOTAL PERSONNEL STRUCTURE AND CANNOT BE INTRODUCED IN THE ABSENCE OF A SERIES OF EMPLOYEE-CENTERED PERSONNEL POLICIES AND PROCEDURES. STUDY RELATED MATERIALS ARE APPENDED. (AUTHOR/NH)
ERIC: ED101178 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

1062 DEVELOPMENT OF CRITERION DIMENSIONS FOR YOUTH-WORK TRAINING PROGRAMS.
FREEBERG, NORMAN E.:REILLY, RICHARD R.
NOTES: 9P.
ADOLESCENTS, DISADVANTAGED YOUTH, EVALUATION CRITERIA, PROGRAM EFFECTIVENESS, SOCIAL ADJUSTMENT, STUDENT EVALUATION, SUCCESS FACTORS, TECHNICAL REPORTS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION
TWO SETS OF MULTIPLE CRITERION DIMENSIONS WERE IDENTIFIED FOR USE WITH DISADVANTAGED ADOLESCENTS WHO PARTICIPATED IN YOUTH-WORK TRAINING PROGRAMS. ONE SET WAS COMPOSED OF FIVE FACTORS APPLICABLE TO SHORT-TERM SUCCESS AT PROGRAM COMPLETION (E.G., TRAINING PROGRAM ADJUSTMENT: SOCIAL-COMMUNITY ADJUSTMENT). SIX FACTORS EXTRACTED FROM A MATRIX OF POST-PROGRAM VARIABLES DEFINED A CRITERION DOMAIN COVERING VARIOUS ASPECTS OF EMPLOYMENT AND SOCIAL ADJUSTMENT (E.G., GENERAL ADJUSTMENT AND JOB SUCCESS: BLUE-COLLAR JOB SUCCESS: COMMUNITY-FAMILY ADJUSTMENT). DEPENDENCE ON A SINGLE OVERRIDING CRITERION MEASURE, SUCH AS EMPLOYMENT, WAS SHOWN TO LIMIT THE UNDERSTANDING OF BEHAVIORAL OUTCOMES. (AUTHOR/KM)
ERIC: ED081941

1063 DEVELOPMENT OF EDUCATIONAL PROGRAMS FOR NEW CAREERS IN RECREATION SERVICES FOR THE DISABLED. FINAL REPORT. MAR 71
FERRYMAN, DORIS L.
NEW YORK UNIV., N.Y. SCHOOL OF EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-0-8-070654-3689(085)
NOTES: 140P.
CAREER PLANNING, CAREERS, COMPARATIVE ANALYSIS, EDUCATIONAL PROGRAMS, EVALUATION, JOB ANALYSIS, MANPOWER DEVELOPMENT, PHYSICALLY HANDICAPPED, QUESTIONNAIRES, RECREATIONAL PROGRAMS
PARAPROFESSIONAL RECREATION PERSONNEL IN HOSPITALS, EXTENDED CARE CENTERS, HOMES FOR THE AGED, AND RECREATION DEPARTMENTS WERE SURVEYED TO DEFINE THEIR ROLES AND FUNCTIONS. VISITS TO 28 JOB ANALYSIS SITES HELPED TO IDENTIFY A TOTAL OF 79 JOB TASKS AND FUNCTIONS. A WORKING MODEL FOR A CAREER LATTICE IN RECREATION, AND SUGGESTED CONTENT FOR A TRAINING PROGRAM WERE SOME OF THE RESULTS OF A 2-DAY CONFERENCE OF RECREATION EDUCATORS, CONSULTANTS, EXPERIENCED PRACTITIONERS, AND RECREATION ASSISTANTS. IN THE RESULTING TRAINING PROGRAM, TWO GROUPS OF TRAINEES WERE USED TO TEST A FIELD TEACHING APPROACH WHICH WAS EVALUATED BY PRE- AND POSTTESTING. THE RESULTS INDICATED THAT THE TRAINING PROGRAM WAS EFFECTIVE, AND THAT MANY PARTICIPANTS WERE STIMULATED TO CONSIDER CAREERS IN RECREATION. ONE RECOMMENDATION WAS THAT THE TRAINING PROGRAM SHOULD BE REVISED AND REFINED. (GE9)
ERIC: ED049337

1064 DEVELOPMENT OF EVALUATION MEASURES FOR USE WITH NEIGHBORHOOD YOUTH CORPS ENROLLEES. FINAL REPORT. DEC 68
FREEBERG, NORMAN E.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 143P.
ATTITUDE TESTS, CULTURALLY DISADVANTAGED, DISADVANTAGED YOUTH, DROPOUT ATTITUDES, DROPOUT PROGRAMS, FACTOR ANALYSIS, JOB SKILLS, JOB TRAINING, MINORITY GROUPS, NONVERBAL TESTS, OCCUPATIONAL ASPIRATION, ORAL COMMUNICATION, PROGRAM EFFECTIVENESS, RATING SCALES, SEX DIFFERENCES, TEST BIAS, TEST CONSTRUCTION, VERBAL ABILITY, VISUAL MEASURES, VOCATIONAL INTERESTS, VOCATIONAL TRAINING CENTERS, YOUTH OPPORTUNITIES, NEIGHBORHOOD YOUTH CORPS
THIS STUDY REPRESENTS AN INITIAL PHASE IN THE DEVELOPMENT AND APPLICATION OF A BATTERY OF MEASURES FOR RESEARCH AND EVALUATION WITH DISADVANTAGED ADOLESCENTS IN A YOUTH-WORK TRAINING PROGRAM. THE PAPER-AND-PENCIL INSTRUMENTS DEVISED ATTEMPT TO COMPENSATE FOR

(CONT.)

1064 DEFICIENCIES IN CURRENTLY AVAILABLE TESTS BY SHAPING CONTENT, FORMAT AND ADMINISTRATION TO THE ACADEMIC LEVEL AND CULTURAL BACKGROUND OF THE INTENDED RESPONDENTS. A BATTERY OF 13 TEST BOOKLETS, INCORPORATING SUCH CHARACTERISTICS AS RELATIVELY LOW VERBAL LEVELS, ORAL PRESENTATION AND, IN MANY CASES, PICTORIAL FORMATS, DEALT WITH AREAS OF VOCATIONAL ORIENTATION (PLANS, ASPIRATIONS, KNOWLEDGE AND INTERESTS); ATTITUDES (TOWARD SELF, AUTHORITY AND SOCIAL VALUES) AND JOB-RELATED REASONING SKILLS. BASED UPON ANALYSES OF ITEM CHARACTERISTICS, RELIABILITY ESTIMATES, VALIDITY (AGAINST PROFICIENCY RATINGS), FACTOR ANALYSIS OF THE BATTERY AND RESEARCH-RELATED FINDINGS, A NUMBER OF THE MEASURES WERE SHOWN TO POSSESS A PATTERN OF PSYCHOMETRIC CHARACTERISTICS THAT WARRANTS FURTHER RESEARCH ON THEIR REFINEMENT AND APPLICATION. (AUTHOR)
ERIC: ED051288

1065 DEVELOPMENT OF FACTOR-REFERENCED SUBSCALES FOR THE VOCATIONAL INTEREST-CAREER EXAMINATION JUN 77
ALLEY, WILLIAM E.;BERBERICH, GEORGE L.;WILBOURN, JAMES M.
AIR FORCE HUMAN RESOURCES LAB BROOKS AFB TEX
NOTES: 7719
CAREERS, COUNSELING, PSYCHOLOGICAL TESTS, NTISDODXA
THIS REPORT DESCRIBES THE DEVELOPMENT OF FACTOR-REFERENCED SUBSCALES FOR THE VOCATIONAL INTEREST-CAREER EXAMINATION (VOICE). THE 400-ITEM INVENTORY WAS ADMINISTERED TO RANDOM SAMPLES OF AIR FORCE MALE (N%10,035) AND FEMALE (N%12,710) RECRUITS. EIGHTEEN INTEGER-WEIGHTED SUBSCALES WERE CONSTRUCTED BASED ON A FACTOR ANALYSIS OF ITEM RESPONSES. PSYCHOMETRIC AND NORMATIVE DATA ON THE SCALES ARE PRESENTED FOR BOTH MALE AND FEMALE SUBGROUPS. CONCURRENT VALIDATION STUDIES WERE PERFORMED WITH THE NAVY VOCATIONAL INTEREST INVENTORY AND THE ARMY CLASSIFICATION INVENTORY. (AUTHOR)
NTIS: AD-A046 964/2ST NTIS PRICES PC A03/MF A01

1066 THE DEVELOPMENT OF HOMETOWN PLANS FOR INCREASING MINORITY EMPLOYMENT IN THE CONSTRUCTION INDUSTRY OF SELECTED U. S. CITIES. MAR 74
TYSON, CLARENCE ROBERT
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 49P.; PH.D. DISSERTATION, UNIVERSITY OF CHICAGO
CHANGE STRATEGIES, CITY PROBLEMS, CITY WIDE PROGRAMS, COLLECTIVE NEGOTIATION, COMMUNITY RELATIONS, CONSTRUCTION INDUSTRY, EMPLOYMENT, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT ROLE, JOB TRAINING, LABOR UNIONS, LOCAL UNIONS, MANPOWER DEVELOPMENT, MINORITY GROUPS, MODELS, NEGOTIATION IMPASSES, RACIAL DISCRIMINATION, RESEARCH, SKILLED OCCUPATIONS, HOMETOWN NEGOTIATIONS, HOMETOWN PLANS
THE STUDY ANALYZES THE DEVELOPMENT AND IMPLEMENTATION OF HOMETOWN PLANS IN THE CONSTRUCTION INDUSTRY, FOCUSING ON THE EFFICACY OF HOMETOWN NEGOTIATIONS IN ESTABLISHING NEW RULES AND INSTITUTIONAL ARRANGEMENTS REGARDING MINORITY HIRING AND TRAINING IN AREA-WIDE CONSTRUCTION SYSTEMS. THE PROCEDURES INCLUDE ANALYSIS OF PUBLISHED DATA AND DATA COLLECTION THROUGH FIELD INTERVIEWS. THE PRINCIPLE RESEARCH FINDINGS ARE REPORTED UNDER FOUR CATEGORIES THE INCIDENCE OF HOMETOWN PLANS; THE CONDUCT AND PROCESS OF HOMETOWN NEGOTIATIONS; THE SUBSTANCE OF HOMETOWN AGREEMENTS; AND THE IMPLEMENTATION OF HOMETOWN SOLUTIONS. THE MOST IMPORTANT IMPLICATIONS SUGGESTED BY THE RESEARCH RELATE TO POLICY, PRACTICE, AND PROGRAM EFFORTS (1) THE FAITH OF PLANNERS IS DISCOURAGED BY WHAT THEY SEE AS INCONSISTENT FEDERAL POLICY, SPORADIC ENFORCEMENT, AND LACK OF LOCAL SUPPORT; (2) THE PROMISE OF INCREASED MINORITY EMPLOYMENT (ON A CONTINUING BASIS) IS UNREALISTIC WITHOUT ADEQUATE TRAINING PROGRAMS, FOLLOWUP, AND FEDERAL SURVEILLANCE (WITH SANCTIONS); AND (3) EFFORTS ARE HAMPERED BY A LACK OF HELPFUL LABOR-MARKET DATA AT A LOCAL LEVEL AND BY A PROLIFERATION OF AGENCIES AND PROGRAMS. THE REPORT INCLUDES A PARTICULAR MODEL OF HOMETOWN BARGAINING WHICH ATTEMPTS TO EXPLAIN THE PROCESSES INVOLVED. FIELD INTERVIEWS WERE CONDUCTED IN KANSAS CITY, ROCHESTER, NEW ORLEANS, AND OAKLAND. (AUTHOR/AJ)
ERIC: ED099478

1067 THE DEVELOPMENT OF HUMAN POTENTIAL. TRANSITION FROM EXPERIMENTAL TO REGULAT MDTA PROGRAM: WITH APPROPRIATE MODIFICATIONS AND IMPROVEMENTS MAY 70
OAK RIDGE ASSOCIATED UNIVERSITIES, INC., TENN.
CONTRACT NO. CL-92-45-69-09
NOTES: FINAL REPT. OCT 68-DEC 69. 55P
MANPOWER UTILIZATION, EDUCATION, INDUSTRIAL TRAINING, PROJECTS, DISADVANTAGED GROUPS, MINORITY GROUPS, CURRICULUM DEVELOPMENT
THE REPORT OFFERS DATA ON THE THIRD YEAR OF A TRAINING AND TECHNOLOGY WORKER TRAINING PROJECT. THE REPORT DISCUSSES THE BEGINNING OF TRANSITION FROM AN E&D TO A REGULAR MDTA PROGRAM, RECEIVING SUPPORT FROM A VARIETY OF FEDERAL, STATE, AND LOCAL AGENCIES; DESCRIBES METHODS, PROBLEMS AND SOLUTIONS INVOLVED; AND PROVIDES INFORMATION ABOUT THE IMPROVEMENTS AND MODIFICATIONS MADE IN TRAINING CURRICULUM DEVELOPMENT, SUPPORTIVE SERVICES, TESTING, FOLLOWUP EVALUATION, AND EXPERIMENTAL STUDIES. (DLMA ABSTRACT)
NTIS: PB-199 513 NTIS PRICES PC$3.00 MF$0.95

1068 DEVELOPMENT OF INTERACTIVE DIALOGUE MODULES THAT WOULD PROVIDE JUNIOR OFFICERS WITH INFORMATION ABOUT ARMY CAREER PLANNING POLICIES, PROCEDURES AND STRATEGIES DEC 73
CONMY, JOSEPH B. JR;TIEDEMAN, DAVID V.;KROTKIN, ARTHUR L.
AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD
CONTRACT NO. DAHC-19-73-C-0063
NOTES: 30P
CAREERS, INFORMATION RETRIEVAL, COUNSELING, DIALOGUES, QUARTERMASTER CORPS, NTISDODAA

(CONT.)
1068 THE ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL AND SOCIAL SCIENCES IS DEVELOPING A MODEL COUNSELING SYSTEM WHOSE PURPOSE IS TO FACILITATE RESEARCH INTO THE NEEDS AND PROBLEMS OF JUNIOR OFFICERS IN THE UNITED STATES ARMY. THE FOCAL POINT OF THIS PROGRAM IS TO EXAMINE AND DEVELOP OPTIMAL WAYS FOR PROVIDING CAREER COUNSELING SERVICES. ONE PART OF THIS SYSTEM IS THE ARMY COMPUTERIZED CAREER COUNSELING SYSTEM WHICH WILL BE USED TO EXPLORE THE POSSIBLE ROLE OF COMPUTERS IN THE COUNSELING PROCESS. THIS PAPER DESCRIBES WORK ON A CONTRACT TO DEVELOP INTERACTIVE COMPUTER DIALOGUES CONCERNED WITH U.S. ARMY OFFICER PERSONNEL POLICIES AND PROCEDURES.
NTIS: AD-A042 634/6ST NTIS PRICES PC A03/MF A01

1069 THE DEVELOPMENT OF OCCUPATIONS IN HEALTH TECHNOLOGY. MAR 71
BROWN, CAROL ANDERSON
COLUMBIA UNIV., NEW YORK, N.Y. DEPT. OF SOCIOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 379P.; PH.D. DISSERTATION, COLUMBIA UNIVERSITY
CERTIFICATION, HEALTH OCCUPATIONS, HEALTH PERSONNEL, JOB ANALYSIS, JOB DEVELOPMENT, LABORATORY TECHNOLOGY, LABOR ECONOMICS, POLITICAL INFLUENCES, POLITICAL POWER, RADIOLOGIC TECHNOLOGISTS, WORK ATTITUDES
THE STUDY EXAMINED THE GENERAL QUESTION OF HOW THE PLACE OF AN OCCUPATION IN THE ECONOMIC DIVISION OF LABOR BECOMES SHAPED AND DEFINED. THE SHAPING WAS SEEN AS BASICALLY A POLITICAL PROCESS, A UTILIZATION OF POWER IN VARIOUS FORMS BY INTERESTED PARTIES ACTING WITH THE CONSCIOUS INTENTION OF GAINING CONTROL OVER THE ECONOMIC ACTIVITY OF THEMSELVES AND OTHERS FOR THE SAKE OF ECONOMIC BENEFITS. THE STUDY EXAMINED THE HEALTH INDUSTRY AS A WHOLE AND, SPECIFICALLY, TWO SUB-SECTORS, THE FIELDS OF X-RAY TECHNOLOGY AND CLINICAL LABORATORY TECHNOLOGY. TWO RECENTLY PASSED LICENSING LAWS WERE EXAMINED--THE LICENSURE OF X-RAY TECHNICIANS IN NEW YORK STATE AND THE LICENSURE OF CLINICAL LABORATORY TECHNICIANS IN NEW YORK CITY. A SMALL SURVEY OF TECHNICIANS IN FIVE HOSPITALS IN NEW YORK CITY AND LONG ISLAND INDICATED THEIR ATTITUDES TOWARD THEIR OCCUPATIONS. (AUTHOR)
ERIC: ED081952 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-197 690, MF $1.45, HC $6.00)

1070 DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE, VOLUME 1 EXECUTIVE SUMMARY. 1 AUG 75
FAIRCHILD, CHARLES K.
SHELLEY (E. F.) ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-36-74-22
NOTES: 17P.; FOR RELATED DOCUMENTS, SEE CE 007 225-227
COST EFFECTIVENESS, EMPLOYMENT SERVICES, EVALUATION CRITERIA, EVALUATION METHODS, JOB PLACEMENT, PERFORMANCE CRITERIA, PERFORMANCE SPECIFICATIONS, PRODUCTIVITY, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS
THE OBJECTIVE OF THE PROJECT WAS TO DEVELOP METHODS FOR ESTABLISHING INPUT PERFORMANCE STANDARDS FOR THE PLACEMENT AND PLACEMENT-SUPPORT FUNCTIONS OF THE U.S. EMPLOYMENT SERVICE. VOLUME 1 PROVIDES A COMPREHENSIVE SUMMARY STATEMENT OF THE METHODS USED AND THE ACCOMPLISHMENTS AND LIMITATIONS OF THE PROJECT. THE PROJECT DEVELOPED METHODS FOR ESTABLISHING, VALIDATING, AND USING OUTPUT STANDARDS FOR PERFORMANCE EVALUATION AND FOR FUNDING ALLOCATIONS. IT ALSO DEVELOPED METHODS FOR ESTABLISHING INITIAL INPUT STANDARDS BY SAMPLING LOCAL OFFICES, COLLECTING DATA, AND COMPILING IT INTO INTERIM STANDARDS BY TYPE OF LABOR AREA. (AUTHOR/NJ)
ERIC: ED122161 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

1071 DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE, VOLUME 2 PART A, FINDINGS AND RECOMMENDATIONS. 1 AUG 75
FAIRCHILD, CHARLES K.
SHELLEY (E. F.) ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-36-74-22
NOTES: 72P.; FOR RELATED DOCUMENTS, SEE CE 007 224-227, PART B, STATISTICAL APPENDIXES, WERE NOT SUBMITTED FOR INCLUSION WITH THE DOCUMENT
COST EFFECTIVENESS, EMPLOYMENT SERVICES, EVALUATION CRITERIA, JOB ANALYSIS, JOB PLACEMENT, MANAGEMENT SYSTEMS, MODELS, PERFORMANCE CRITERIA, PERFORMANCE FACTORS, PRODUCTIVITY, STANDARDS, STATISTICAL ANALYSIS, BALANCED PLACEMENT FORMULA, BPF
THE OBJECTIVE OF THE PROJECT WAS TO DEVELOP METHODS FOR ESTABLISHING OUTPUT AND INPUT PERFORMANCE STANDARDS FOR THE PLACEMENT AND PLACEMENT SUPPORT FUNCTIONS OF THE UNITED STATES EMPLOYMENT SERVICE (ES). VOLUME 2, FINDINGS AND RECOMMENDATIONS, REPORTS SUBSTANTIVE FINDINGS AND RECOMMENDATIONS DEVELOPED DURING THE COURSE OF THE PROJECT. A KEY RECOMMENDATION IS THAT PERFORMANCE STANDARDS BE USED IN AN INTEGRATED MANAGEMENT SYSTEM CONTEXT, IN CONJUNCTION WITH PLANNING, BUDGETING, EVALUATION, AND DIAGNOSTIC TOOLS TO IMPROVE OVERALL PERFORMANCE. THE VOLUME PRESENTS FINDINGS FROM AN INTENSIVE ANALYSIS OF THE INTERNAL STRUCTURE OF THE BALANCED PLACEMENT FORMULA (BPF), THE ES PERFORMANCE-BASED BUDGETING TOOL; FINDINGS FROM ANALYSIS OF THE EFFORTS OF EXTERNAL ECONOMIC, POLICY, AND LAW FACTORS ON ES PERFORMANCE; AND FINDINGS FROM FIELD TESTS OF DATA COLLECTION AND ANALYSIS METHODS TO BE USED FOR ESTABLISHING ES INPUT STANDARDS. (AUTHOR)
ERIC: ED122162 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

1072 DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE. VOLUME 2 PART B. FINDINGS AND RECOMMENDATIONS. FINAL REPORT. 1 AUG 75
FAIRCHILD, CHARLES K.
SHELLEY (E. F.) ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 147P.; FOR RELATED DOCUMENTS, SEE CE 007 224-7; NOT AVAILABLE IN HARD COPY DUE TO POOR QUALITY OF TYPE; PORTIONS OF THE DOCUMENT WILL NOT REPRODUCE WELL IN MICROFICHE
COST EFFECTIVENESS, ECONOMIC FACTORS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, JOB PLACEMENT, PERFORMANCE FACTORS, PROGRAM EVALUATION, STATISTICAL ANALYSIS, STATISTICAL DATA, TABLES (DATA)
THE OBJECTIVE OF THE PROJECT WAS TO DEVELOP METHODS FOR ESTABLISHING OUTPUT AND INPUT PERFORMANCE STANDARDS FOR THE PLACEMENT AND PLACEMENT SUPPORT FUNCTIONS OF THE UNITED STATES EMPLOYMENT SERVICE (ES). THIS PART OF VOLUME 2 REPORTS SUBSTANTIVE FINDINGS AND RECOMMENDATIONS DEVELOPED DURING THE COURSE OF THE PROJECT. A KEY RECOMMENDATION IS THAT PERFORMANCE STANDARDS BE USED IN AN INTEGRATED MANAGEMENT SYSTEM CONTEXT IN CONJUNCTION WITH PLANNING, BUDGETING, EVALUATION, AND DIAGNOSTIC TOOLS TO IMPROVE OVERALL PERFORMANCE. THE VOLUME PRESENTS FINDINGS FROM AN INTENSIVE ANALYSIS OF THE INTERNAL STRUCTURE OF THE BALANCED PAYMENT FORMULA (BPF), THE ES PERFORMANCE-BASED BUDGETING TOOL; FINDINGS FROM AN ANALYSIS OF THE EFFECTS OF EXTERNAL ECONOMIC, POLICY, AND LAW FACTORS ON ES PERFORMANCE; AND FINDINGS FROM FIELD TESTS OF DATA COLLECTION AND ANALYSIS METHODS TO BE USED FOR ESTABLISHING ES INPUT STANDARDS. APPENDED MATERIALS INCLUDE BPF FORMULA TABLES FOR FISCAL YEARS 1975 AND 1976; 1976 BPF ARITHMETIC STATEMENT; BPF SIMULATION RESULTS; AND OTHER TABLES. (AUTHOR/SA)
ERIC: ED126363

1073 DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE. VOLUME 3 METHODOLOGY GUIDE. 1 AUG 75
FAIRCHILD, CHARLES K.
SHELLEY (E. F.) ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-36-74-22
NOTES: 97P.; FOR RELATED DOCUMENTS, SEE CE 007 224-227
COST EFFECTIVENESS, DATA COLLECTION, EMPLOYMENT SERVICES, EVALUATION CRITERIA, EVALUATION METHODS, JOB PLACEMENT, MANAGEMENT SYSTEMS, PERFORMANCE CRITERIA, PERFORMANCE SPECIFICATIONS, PRODUCTIVITY, PROGRAM EFFECTIVENESS, STATISTICAL ANALYSIS, SYSTEMS DEVELOPMENT
THE OBJECTIVE OF THE PROJECT WAS TO DEVELOP METHODS FOR ESTABLISHING OUTPUT AND INPUT PERFORMANCE STANDARDS FOR THE PLACEMENT AND PLACEMENT-SUPPORT FUNCTIONS OF THE U.S. EMPLOYMENT SERVICE (ES). VOLUME 3 PRESENTS THE CONCEPTUAL FRAMEWORK, PRACTICAL DEFINITIONS, AND FEASIBILE METHODS FOR ESTABLISHING AND USING PERFORMANCE STANDARDS. THE ES LABOR EXCHANGE FUNCTION IS CONCEPTUALIZED AS A PRODUCTION PROCESS AT THE LABOR AREA LEVEL, WITH EMPLOYMENT, UNEMPLOYMENT, GROWTH, AND COMPOSITION OF LABOR FORCE AND INDUSTRY IMPOSING CONSTRAINTS ON PERFORMANCE. PLACEMENT STANDARDS CAN BE DEVELOPED FOR EACH INDIVIDUAL LABOR AREA USING STATISTICAL TECHNIQUES TO REPRESENT THE EFFECTS OF THESE CONSTRAINTS, AND A COMPARISON OF ACTUAL PERFORMANCE WITH THE STANDARD USED FOR EVALUATION AND BUDGETING. FOR INPUT STANDARDS, 13 FUNCTIONAL ACTIVITIES WERE DEFINED. TIME LADDERS AND QUESTIONNAIRES WERE DEVELOPED FOR USE WITH SECONDARY DATA SOURCES IN A SAMPLE OF LABOR AREAS TO ESTABLISH INITIAL INPUT STANDARDS. THESE STANDARDS WOULD BE BASED ON THE PATTERNS OF RESOURCE UTILIZATION, SERVICE, AND QUALITY CHARACTERISTIC OF HIGH-PERFORMING AREAS WITHIN EACH TYPE OF LABOR AREA. A DETAILED IMPLEMENTATION PLAN IS PRESENTED. (AUTHOR)
ERIC: ED122163 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

1074 DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE. VOLUME 4 HANDBOOK FOR ANALYZING LOCAL ES PERFORMANCE. 1 AUG 75
FAIRCHILD, CHARLES K.
SHELLEY (E. F.) ASSOCIATES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-36-74-22
NOTES: 178P.; FOR RELATED DOCUMENTS, SEE CE 007 224-226
COST EFFECTIVENESS, DATA ANALYSIS, DATA COLLECTION, DATA SHEETS, EMPLOYMENT SERVICES, EVALUATION CRITERIA, EVALUATION METHODS, GUIDELINES, JOB PLACEMENT, PERFORMANCE CRITERIA, PERFORMANCE SPECIFICATIONS, PRODUCTIVITY, PROGRAM EFFECTIVENESS, QUESTIONNAIRES, STANDARDS
THE OBJECTIVE OF THE PROJECT WAS TO DEVELOP METHODS FOR ESTABLISHING OUTPUT AND INPUT PERFORMANCE STANDARDS FOR THE PLACEMENT AND PLACEMENT-SUPPORT FUNCTIONS OF THE U.S. EMPLOYMENT SERVICE (ES). VOLUME 4, A PRELIMINARY OR WORKING HANDBOOK, CONTAINS ALL FORMS, GUIDELINES, PROCEDURES, AND TRAINING MATERIALS FOR PRIMARY DATA COLLECTION AND ANALYSIS BY ES FUNCTIONAL ACTIVITY OF LOCAL STAFF TIME UTILIZATION, MINUTES PER UNIT OF SERVICE, SERVICE RATIOS, AND KEY QUALITY FACTORS. THE HANDBOOK IS DESIGNED TO SERVE AS A SELF-APPLICATION PACKAGE IN FUTURE WORK TO ESTABLISH INPUT STANDARDS; IT CAN ALSO BE USED AS A LOCAL SELF-ANALYSIS AND DIAGNOSTIC TOOL PENDING ESTABLISHMENT OF INPUT STANDARDS. (AUTHOR)
ERIC: ED122164 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

1075 THE DEVELOPMENT OF THE OHIO VOCATIONAL INTEREST SURVEY. DEC 68
DCOSTA, AYRES G.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C.
NOTES: 10P.; PAPER PRESENTED BY AYRES DCOSTA, PH.D., AT THE NATIONAL CONFERENCE OF THE AMERICAN VOCATIONAL ASSOCIATION AT DALLAS, TEXAS, DECEMBER, 1968.
CLUSTER GROUPING, DECISION MAKING SKILLS, INTEREST SCALES, MEASUREMENT, OCCUPATIONAL CHOICE, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, OCCUPATIONS, RATING SCALES, VOCATIONAL COUNSELING, VOCATIONAL INTERESTS
EACH MAJOR CLUSTER FORMED BY THE WORKER TRAIT GROUPS IN THE THIRD EDITION (1965) OF THE DICTIONARY OF OCCUPATIONAL TITLES (DOT), WAS USED TO DEFINE AN INTEREST SCALE FOR THE OHIO VOCATIONAL INTEREST SURVEY (OVIS). THE OVIS SCALES REGROUPED THE NINE LEVELS DESCRIBED BY THE DOT FOR THE DATA, PEOPLE, AND THINGS DIMENSIONS OF WORK INTO THREE LEVELS--LOW, AVERAGE, AND HIGH. THE OVIS AND DOT RELATIONSHIPS ARE GROUPED INTO CUBES AND SUBDIVIDED INTO CELLS. THE OVIS ITEMS ARE BRIEF STATEMENTS OF ACTIVITIES IN THE CLUSTER OF JOBS REPRESENTING AN OVIS SCALE. THE RELIABILITY IS HIGH AND THE ITEMS ARE VALID TO THE EXTENT THAT THE DOT LISTINGS ARE VALID. NORMS DIFFER SLIGHTLY FOR MALES AND FEMALES. THE OVIS IS ADAPTABLE TO A COMPUTERIZED SYSTEM OF VOCATIONAL INFORMATION BASED ON THE DOT AND DESIGNED TO TEACH DECISION-MAKING AND TO FACILITATE VOCATIONAL EXPLORATION. (AUTHOR/EK)
ERIC: ED031715

1076 DEVELOPMENT OF USES APTITUDE TEST BATTERY FOR COVERING-MACHINE OPERATOR (TEXTILE)-681.885-030. TECHNICAL REPORT. NOV 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINERY INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, COVERING MACHINE OPERATORS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED079070

1077 DEVELOPMENT OF USES APTITUDE TEST BATTERY FOR MANAGER, BEAUTY SHOP (PER. SER.)-187.168. FEB 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, COSMETOLOGY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANAGERIAL OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BEAUTY SHOP MANAGERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED079069

1078 DEVELOPMENT OF USTES APTITUDE TEST BATTERY FOR PHOTOGRAPH FINISHER (ANY INDUSTRY) I 976.384. OCT 69
WISCONSIN STATE EMPLOYMENT SERVICE, MADISON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, GROUP NORMS, OCCUPATIONAL GUIDANCE, PHOTOGRAPHY, TASK PERFORMANCE, TEST VALIDITY, GENERAL APTITUDE TEST BATTERY NORMS, PHOTOGRAPH FINISHERS
TO DEVELOP GENERAL APTITUDE TEST BATTERY (GATB) NORMS FOR THE OCCUPATION OF PHOTOGRAPH FINISHER, 59 FEMALE WORKERS EMPLOYED AS PHOTOGRAPH FINISHERS IN WISCONSIN WERE ADMINISTERED ALL 12 TESTS OF THE GATB AND THE RESEARCH QUESTIONNAIRE-BACKGROUND DURING JULY 1969. SUPERVISORY RATINGS OF JOB PROFICIENCY WERE MADE AT APPROXIMATELY THE SAME

(CONT.)
1078 TIME AS THE TESTS WERE ADMINISTERED. MINIMUM APTITUDE REQUIREMENTS WERE DETERMINED ON THE BASIS OF JOB ANALYSIS AND STATISTICAL ANALYSIS OF APTITUDE MEAN SCORES, APTITUDE-CRITERION CORRELATIONS, AND SELECTIVE EFFICIENCIES. NORMS OF 90 FOR VERBAL APTITUDE AND 75 FOR FORM PERCEPTION WERE ESTABLISHED. ONLY 68 PERCENT OF THE NONTEST-SELECTED WORKERS WERE RATED AS GOOD WORKERS, AND 32 PERCENT WERE RATED AS POOR WORKERS. IF THE WORKERS HAD BEEN TEST-SELECTED WITH THE APTITUDE NORMS OF 90 AND 75, 82 PERCENT WOULD HAVE BEEN RATED AS GOOD WORKERS, AND 18 PERCENT AS POOR WORKERS. THE JOB PERFORMANCE RATING FORM AND FACT SHEET FOR THE OCCUPATION OF PHOTOGRAPH FINISHER ARE APPENDED. (S3)
ERIC: ED057168

1079 A DEVELOPMENTAL PROPOSAL TO TRY OUT A LIMITED SYSTEM OF MANPOWER INFORMATION DISSEMINATION TO PROVIDE BETTER LINKAGES BETWEEN SOME NEIGHBORHOOD AGENCIES AND A RANGE OF AVAILABLE MANPOWER PROGRAMS. FINAL REPORT. 21 NOV 73
DEWEES, DANIEL
SETTLEMENT HOUSES EMPLOYMENT DEVELOPMENT, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 38P.
EDUCATIONAL OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, INFORMATION DISSEMINATION, JOB PLACEMENT, JOB TRAINING, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, PROGRAM EVALUATION, VOCATIONAL COUNSELING, VOCATIONAL TRAINING CENTERS, NEW YORK CITY MANPOWER INFORMATION BULLETINS, NYCMIB
SOME NEIGHBORHOOD BASED MANPOWER AGENCIES IN THE IMPACTED AREAS DO NOT POSSESS THE INHOUSE CAPABILITY OF INFORMING THEIR CONSTITUENTS OF AVAILABLE MANPOWER PROGRAMS. THE MANPOWER ADMINISTRATION FUNDED A PROJECT TO GATHER AND DISSEMINATE MANPOWER TRAINING INFORMATION TO SOME 60-70 NEIGHBORHOOD BASED AGENCIES ON STANDARDIZED FORMS. CHECKS WOULD BE MADE ON THE UTILITY OF THIS INFORMATION AND THE IMPACT ON THE NEIGHBORHOOD AGENCIES PRACTICES. A DIRECTORY OF MANPOWER SERVICES WAS ALSO TO BE DEVELOPED. OF THE 98 AGENCIES APPROACHED, 37 (89%) PARTICIPATED--OVER TWENTY MORE THAN ANTICIPATED. THIRTY-SIX DIFFERENT TRAINING PROGRAMS CONTRIBUTED INFORMATION AND PROVIDED OVER 5,500 TRAINING SLOTS. OVER 1,200 REFERRALS WERE REPORTED USING THE NYCMIB SYSTEM. A STEADY INCREASE OF REFERRALS WAS REPORTED. FOR THE FIRST SIXTEEN WEEKS, 252 REFERRALS WERE MADE: OVER THE LAST EIGHTEEN WEEKS, 924 REFERRALS WERE MADE. A SURVEY OF A SAMPLE OF PARTICIPATING AGENCIES INDICATED THAT 63% OF REFERRALS RESULTED IN PLACEMENTS. THE UTILITY OF THE PROJECT SEEMS TO BE DEMONSTRATED. IT IS FELT THAT A LOCAL AGENCY SHOULD CONTINUE ITS OPERATION. (AUTHOR)
ERIC: ED093375

1090 DEVELOPMENTS IN INDUSTRIAL RELATIONS 1976
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.9, SEPT 1976, P. 55-59.
AIRLINE INDUSTRY, COLLECTIVE BARGAINING, DISCRIMINATION, EARNINGS, ELECTRICAL EQUIPMENT INDUSTRY, EMPLOYEE BENEFITS, GOVERNMENT REGULATION, HOSPITALS, INDUSTRIAL RELATIONS, LABOR LAW, LABOR NEGOTIATIONS, LABOR UNIONS, PENSION FUNDS, STRIKE, WAGES, WAREHOUSING, WOMEN
DESCRIBES THE SETTLEMENTS REACHED BY GENERAL ELECTRIC AND WESTINGHOUSE WITH THE LABOR UNIONS, STRIKE AT NEW YORK CITY HOSPITALS, SETTLEMENT OF WAREHOUSING STRIKE IN CALIFORNIA, BARGAINING PLAN OF BRANIFF PILOTS, PAY RAISES FOR NONUNION RUBBER EMPLOYEES, AND VARIOUS OTHER DEVELOPMENTS.
MCMT: UML76I0055

1091 DEVELOPMENTS IN MEASURING PRODUCTIVITY IN THE FEDERAL SECTOR 1974
MARK, J.A.; ARDOLINI, C.M.
AMERICAN STATISTICAL ASSN PROCEEDINGS OF THE BUSINESS AND ECONOMICS STATISTICS SECTION, 1974, P. 236-245, BIBLIOG. 2
LABOR FORCE, MEASUREMENT TECHNIQUES, MULTIVARIATE ANALYSIS, PRODUCTION, PRODUCTIVITY, PUBLIC ADMINISTRATION, PUBLIC SECTOR, STATISTICS
THE BUREAU OF LABOR STATISTICS RECENTLY COMPILED STATISTICS ON LABOR IN THE PUBLIC SECTOR. THIS INCLUDES MEASURES, PROBLEMS AND FINDINGS WITH EXAMPLES IN THE POSTAL DEPARTMENT INCLUDING TABLES OF ALL PUBLIC SECTOR FINDINGS.
MCMT: AS37450236

1092 DEVELOPMENTS IN THE COMMUNITY EMPLOYMENT PROGRAM . 66
BUREAU OF EMPLOYMENT SECURITY (DOL), WASHINGTON, D.C.
NOTES: 21P.
ECONOMIC DEVELOPMENT, COMMUNITY ORGANIZATIONS, EMPLOYMENT SERVICEES, EMPLOYMENT PROGRAMS, COMMUNITY COOPERATION, COMMUNITY PLANNING, PROGRAM EFFECTIVENESS, USES, UNITED STATES EMPLOYMENT SERVICE
STATE AND LOCAL OFFICE PERSONNEL OF THE EMPLOYMENT SERVICE COMPLETED QUESTIONNAIRES DESCRIBING THEIR PARTICIPATION IN COMMUNITY EMPLOYMENT DEVELOPMENT (CED) GROUPS AND SIGNIFICANT RECENT ECONOMIC AND SOCIAL DEVELOPMENTS AFFECTING EMPLOYMENT, AND THEY COMMENTED ON THEIR EXPERIENCES WITH THESE GROUPS. CED GROUPS REFERS TO THE FOLLOWING KINDS OF ORGANIZATIONS CHAMBERS OF COMMERCE, AREA ECONOMIC DEVELOPMENT COMMITTEES, INDUSTRIAL DEVELOPMENT CORPORATIONS WHICH PROVIDE FINANCIAL ASSISTANCE AND LOCATE AND DEVELOP INDUSTRIAL SITES AND FACILITIES, PRIVATE FIRMS WHICH HAVE ESTABLISHED FULL-TIME INDUSTRIAL ECONOMIC DEVELOPMENT DEPARTMENTS, AND STATE AND LOCAL GOVERNMENT AGENCIES CONDUCTING ECONOMIC OR AREA DEVELOPMENT ACTIVITY. IN 1965 LOCAL EMPLOYMENT SERVICE REPRESENTATIVES SERVED AS CONSULTANTS TO, OR MEMBERS OF, A TOTAL OF 2,579 CED GROUPS. OTHER DEVELOPMENTS REVEALED BY THE SURVEY WERE (1) COORDINATION AND CONSOLIDATION OF

(CONT.)
1092 EFFORTS IMPROVED THE EFFECTIVENESS OF THE CED GROUPS, (2) THE IMPORTANCE OF MANPOWER DATA TO CED GROUPS WAS EVIDENCED BY THE NUMBER AND VARIETY OF REQUESTS FOR SUCH INFORMATION, (3) DYNAMIC CHANGES OCCURRED IN COMMUNITIES AS A RESULT OF JOINT DEVELOPMENT EFFORTS, (4) COMMUNITIES FOCUSED ATTENTION ON OVERALL IMPROVEMENT, (5) SIGNIFICANT COMMUNITY DEVELOPMENT PROBLEMS WERE IDENTIFIED, AND (6) DEVELOPMENT ACTIVITIES IN MANY COMMUNITIES WERE BASED ON BROAD PLANNING, THOROUGH TREATMENT OF LOCAL PROBLEMS, AND REPRESENTATIVE PARTICIPATION. TWO TABLES GIVE SELECTED DATA FOR EACH STATE. SEE ALSO VT 004 921 (ARM SUMMER 1969). (ET)
AIM/ARM: VT006161

1093 THE DIALECTICS OF THE PAYROLL TAX: A REJOINDER 1976
LEUTHOLD, J.M.
PUBLIC FINANCE QUARTERLY, VOL.4, NO.1, JAN 1976, P. 118-120. BIBLIOG. 9
LABOR MARKET, PAYROLL, SUPPLY AND DEMAND, TAX, WAGES
THERE SEEMS TO BE SUBSTANTIAL COUNTER-EVIDENCE OF A POSITIVE RELATIONSHIP BETWEEN LABOR FORCE PARTICIPATION AND THE WAGE. THERE IS NO REASON TO PRESUPPOSE THAT THE PAYROLL TAX IS SHIFTED ONTO LABOR IN THE SHORT RUN, EITHER FULLY OR PARTIALLY.
MGMT: PFQ7640118

1094 DIALOGUE MANPOWER POLICIES FOR THE 70S SPR 72
NEW GENERATION:54:2:14-28
BIAS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, GOVERNMENT ROLE, POLICY FORMATION, PROGRAM PLANNING, PUBLIC POLICY, SOCIAL PLANNING
SUMMARIZES THE RESULTS OF A DISCUSSION AMONG S. M. MILLER, R. D. CORWIN, DENNIS A. DERRYCK, MARCIA FREEDMAN, SAR LEVITAN, JEROME ROSOW, ROBERT SCHRANK, AND ELWOOD TAUB ON MANPOWER POLICIES FOR THE 1970S. (JM)
ERIC: EJ064092

1095 DID SCHOOL HELP ME GO TO WORK EXPERIENCES OF 1972 GRADUATES.
PONDER, MICHAEL
PONTIAC CITY SCHOOL DISTRICT, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 194P.: RELATED DOCUMENTS VT 103 203 AND VT 103 204 AND VT 103 255 THROUGH VT 103 258 IN THIS ISSUE.
WORK EXPERIENCE PROGRAMS, GRADUATE SURVEYS, PROGRAM DESCRIPTIONS, COMPARATIVE ANALYSIS, STATISTICAL ANALYSIS, TABLES (DATA), VOCATIONAL FOLLOWUP, VOCATIONAL ADJUSTMENT, JOB SATISFACTION, SUCCESS FACTORS, VOCATIONAL EDUCATION, WORK ATTITUDES, PONTIAC, MICHIGAN
THIS STUDY SOUGHT TO DETERMINE WHETHER VOCATIONAL TRAINING AND PARTICULARLY PARTICIPATION IN THE PONTIAC SCHOOLS WORK EXPERIENCE PROGRAM (WEP) MADE A DIFFERENCE IN THE WORK HISTORY, JOB SATISFACTION, WAGE LEVEL, AND JOB SECURITY OF HIGH SCHOOL GRADUATES. DATA WERE COLLECTED VIA MAILED QUESTIONNAIRE FROM A STRATIFIED SAMPLE OF 1972 WEP GRADUATES IN FOUR AREAS AND FROM NON-WORK EXPERIENCE GRADUATES. THE REPORT INCLUDES A DESCRIPTION OF THE 1972 GRADUATES, THEIR VOCATIONAL BACKGROUNDS, THEIR WORK HISTORY, AND THEIR WORK EXPERIENCE BEFORE AND AFTER GRADUATION. SURVEY DATA FROM THE 198 RESPONDENTS ARE PRESENTED AS SELECTED OUTCOMES OF THE WEP EFFECTS ACCORDING TO THE VARIABLES OF JOB PREPARATION BACKGROUND, SEX, AND RACE. THE OVERALL CONCLUSION WAS THAT GRADUATES WITH BOTH WORK EXPERIENCE AND VOCATIONAL COURSE WORK CONSISTENTLY DO BETTER THAN THOSE WITH ONLY WORK EXPERIENCE. WORK EXPERIENCE GRADUATES ARE WORK-ORIENTED, ABLE TO OBTAIN JOBS THEY LIKE FAIRLY EASILY, EARN ADEQUATE INCOMES, AND HAVE SECURE JOBS. APPENDIXES CONSIST OF A DETAILED DESCRIPTION OF THE GRADUATE POPULATION AND SAMPLE SELECTION PROCESS, SAMPLE DATA COLLECTION FORMS, AND DATA REDUCTION CODEBOOKS FOR SELECTED ITEMS. (NJ)
AIM/ARM: VT103256

1096 DID WAGE-PRICE CONTROLS REDUCE INFLATION 1974
WACHTER, M.L.
WHARTON QUARTERLY, VOL.9, NO.1, SUMMER-FALL 1974, P. 5-9+.
CAPACITY UTILIZATION, CONTROLLED ECONOMY, ECONOMETRICS, ECONOMIC POLICY, ECONOMICS, FINANCE, INFLATION, LABOR UNIONS, OPEC, PRICE, PRICE CONTROL, UNEMPLOYMENT, WAGE CONTROL
WAGE AND PRICE CONTROLS BRING ON SUPPRESSED INFLATION AND KEEP BOTH THE GOVERNMENT AND THE PUBLIC UNAWARE OF THE RESULTANT INFLATIONARY EFFECT. AS A RESULT, THE CONTROLS PROGRAMS SINCE 1971 WERE COUNTER PRODUCTIVE.
MGMT: WQU7640005

1097 DIE MAKER (PAPER GOODS) 739.381--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, DIE MAKERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

(CONT.)
1087 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066469

1088 DIE-CASTING-MACHINE OPERATOR (NONFER. METAL ALLOYS + PROD.) II 6-82.916--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, DIE CASTING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062430

1089 DIESEL MECHANIC (ANY IND.) 625.281--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, AUTO MECHANICS (OCCUPATION), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, DIESEL MECHANIC, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068554

1090 DIETARY AID (HOTEL + REST.; MEDICAL SER.) 317.877-010--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUL 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, DIETITIANS, EVALUATION CRITERIA, FOOD SERVICE, HOSPITALS, HOTELS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, DIETARY AID, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068567

1091 DIETITIAN D-39.93 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. AUG 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, DIETITIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE . CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060094

1092 DIFFERENCES BETWEEN ECONOMICALLY DISADVANTAGED STUDENTS WHO VOLUNTEER AND DO NOT VOLUNTEER FOR ECONOMIC OPPORTUNITY PROGRAMS. 69 W
ERICKSON, EDSEL L.:AND OTHERS
J HUM RESOURCES:4:1:76-93
ACHIEVEMENT RATING, COMPENSATORY EDUCATION, ECONOMICALLY DISADVANTAGED, FEDERAL PROGRAMS, HIGH SCHOOL STUDENTS, WORK EXPERIENCE PROGRAMS
REVISION OF A PAPER PRESENTED AT THE AMERICAN EDUCATIONAL RESEARCH MEETINGS (NEW YORK, FEBRUARY 18, 1967).
ERIC: EJ000700

1093 DIFFERENCES IN MALE AND FEMALE QUITTING F 74
BARNES, WILLIAM F:JONES, ETHEL B.
JOURNAL OF HUMAN RESOURCES:9:4:439-51
LABOR TURNOVER, MALES, FEMALES, LABOR MARKET, FAMILY INFLUENCE, FAMILY ROLE, JOB TENURE, OCCUPATIONAL MOBILITY, EMPLOYMENT PATTERNS, SEX
ERIC: EJ105336

1094 DIFFERENCES IN MANAGERS ATTITUDES TOWARD MEXICAN AND NON-MEXICAN IN ORGANIZATIONAL AUTHORITY RELATIONS MAR 73
WHITEHEAD, CARLTON J.:KING, ALBERT S.
SOCIAL SCIENCE QUARTERLY:53:4:760-771
ADMINISTRATOR ATTITUDES, ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, ETHNIC RELATIONS, MEXICAN AMERICANS, NEGATIVE ATTITUDES, POWER STRUCTURE, RACE RELATIONS, STEREOTYPES
ERIC: EJ075496

1095 DIFFERENCES IN MOTIVATIONAL PREDICTORS AND CRITERION MEASURES FOR BLACK AND WHITE EMPLOYEES 1975
VINSON, E.: MITCHELL, T.R.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 0975, P. 439-441, BIBLIOG. 8
BEHAVIORAL SCIENCE, BLACKS, HUMAN BEHAVIOR, INDUSTRIAL RELATIONS, JOB PERFORMANCE, JOB SATISFACTION, MANAGEMENT, MANAGEMENT FUNCTIONS, MINORITIES, MODELING, MOTIVATION, MOTIVATION RESEARCH, PERFORMANCE APPRAISAL, PSYCHOLOGY, SURVEY
INVESTIGATES HOW THE MOTIVATIONAL COMPONENTS SUCH AS EXPECTANCY, INSTRUMENTAILTY, AND VALENCE DISCRIMINATE IMPORTANT DIFFERENCES IN BLACK AND WHITE ATTITUDES AND BELIEFS THAT EVENTUALLY ARE TIED TO THEIR JOB PERFORMANCE. IT APPEARS TO BE MISLEADING TO ASSUME THAT BLACKS SHARE THE SAME PERCEPTIONS ABOUT THEIR WORK ENVIRONMENT AS WHITES.
MGMT: AMJ754P439

1096 DIFFERENCES IN THE OCCUPATIONAL STANDING OF BLACK WORKERS AMONG INDUSTRIES AND CITIES. JUN 70
LYLE, JEROLYN R.
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, WASHINGTON, D.C.
NOTES: 33P.
BLACK COMMUNITY, CITY DEMOGRAPHY, COMMUNITY CHARACTERISTICS, DOCTORAL THESES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NEGRO EMPLOYMENT, NEGROES, RACIAL CHARACTERISTICS, VOCATIONAL EDUCATION
THIS DOCUMENT IS A SUMMARY OF A DOCTORAL THESIS WHICH WAS WRITTEN TO ANSWER THREE QUESTIONS. THESE ARE (1) HOW IMPORTANT ARE PERSONAL CHARACTERISTICS OF BLACK WORKERS IN EXPLAINING THE VARIANCE IN THEIR RELATIVE OCCUPATIONAL STANDING AMONG THE PRIVATE SECTORS OF THESE CITIES (2) HOW IMPORTANT ARE GENERAL CHARACTERISTICS OF THE CITIES AND INDUSTRIES IN WHICH THEY WORK AND (3) WHAT POLICIES ARE MOST LIKELY TO IMPROVE THE RELATIVE OCCUPATIONAL STANDING OF BLACKS EMPLOYED IN THE PRIVATE SECTOR THE STRATEGY FOR ANSWERING THESE QUESTIONS WAS TO DEVELOP MEASURES OF PERSONAL CHARACTERISTICS OF BLACK WORKERS AND OF GENERAL CHARACTERISTICS OF THE LABOR MARKETS AND INDUSTRIES WHERE THEY WORK. ANSWERS DERIVED THROUGH THE USE OF THIS STRATEGY INCLUDE THE FOLLOWING (1) PERSONAL CHARACTERISTICS OF BLACKS SUCH AS THEIR EDUCATION AND AGE ARE IMPORTANT, BUT LESS SO, THEN GENERAL CHARACTERISTICS OF THE CITIES IN WHICH THEY WORK, IN PREDICTING

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1096 THEIR RELATIVE OCCUPATIONAL STANDING: (2) BLACK WOMEN HAVE GREATER CHANCES OF ACHIEVING OCCUPATIONAL PARITY IN CITIES WHERE IN-MIGRATION IS NOT GREAT: (3) OCCUPATIONAL PARITY FOR BLACK MEN DEPENDS ON GREATER ACCESS TO MANUFACTURING AND UNIONIZED INDUSTRIES, WHERE THE DEMAND FOR WHITE COLLAR WORKERS IS WEAK. (AUTHOR/JS)
ERIC: ED058269

1097 DIFFERENTIAL DROPOUT RATES OF MINORITY AND MAJORITY JOB CANDIDATES DUE TO TIME LAGS BETWEEN SELECTION PROCEDURES 1975
ARVEY, R.D.: GORDON, M.E.: MASSENGILL, D.P.: MUSSIO, S.J.
PERSONNEL PSYCHOLOGY, VOL.28, NO.2, SUMMER 1975, P. 175-180. BIBLIOG. 7
DISCRIMINATION, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, JOB CLASSIFICATION, MINORITIES, RECRUITMENT
STUDY ATTEMPTS TO DETERMINE THE SIGNIFICANCE OF TIME LAGS IN THE SELECTION STEPS TOWARD SPECIFIC GOVERNMENTAL JOBS AND THE DISTINCTIVE IMPACT IT HAS ON MINORITY GROUP CANDIDATES VS. MAJORITY GROUP ONES.
MGMT: PPS75P0175

1098 DIFFERENTIAL VALIDITY AND TEST BIAS 1975
FINCHER, C.
PERSONNEL PSYCHOLOGY, VOL.28, NO.4, WINTER 1975, P. 481-500. BIBLIOG. 81
DISCRIMINATION, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, MINORITIES IN BUSINESS
EXAMINATION OF TESTING CONTROVERSY IN BUSINESS. TWO ISSUES- POSSIBILITY OF DIFFERENTAL VALIDITY FOR RACIAL OR ETHNIC GROUPS-DEFINITION OF TEST BIAS METHODOLOGICALLY.
MGMT: PPS75M0491

1099 DIFFERENTIATION VERSUS DISCRIMINATION 10 JUN 77
MCFARLAND, ALICE J.
ARMY COMMAND AND GENERAL STAFF COLL FORT LEAVENWORTH KANS
NOTES: FINAL REPT. 189P
PERCEPTION(PSYCHOLOGY), OFFICER PERSONNEL, PERSONNEL MANAGEMENT, SEX DISCRIMINATION(EMPLOYMENT), SEX DIFFERENTIALS(EMPLOYMENT), WOMENS ARMY CORPS, EQUAL OPPORTUNITY, EXPERIENCE, OFFICER CANDIDATES, NTISDODXA
THE ELIMINATION OF SEX DISCRIMINATION IN THE ARMY IS OF MILITARY IMPORTANCE BECAUSE THE WOMENS ARMY CORPS OFFICER WILL PLAY A SIGNIFICANT ROLE IN THE ALL-VOLUNTEER ARMY. IF WOMEN ARE EXPECTED TO CONTINUE TO VOLUNTEER TO BECOME WAC OFFICERS, THEY MUST BE ASSURED THAT THEY WILL BE PROVIDED EQUAL OPPORTUNITY AND TREATMENT. THIS STUDY EXAMINES ATTITUDES OF ARMY WOMEN TOWARD DIFFERENTIATION BETWEEN MALE AND FEMALE OFFICERS IN THEIR CAREER DEVELOPMENT WHICH MIGHT RESULT IN INSTITUTIONAL DISCRIMINATION AGAINST WAC OFFICERS. THE BASIC ISSUES CONSIDERED WERE IS THERE DISCRIMINATION AGAINST WAC OFFICERS IN THE AREAS OF PROMOTIONS, ASSIGNMENT, TRAINING, SCHOOLING AND UTILIZATION: AND, IF SO, HOW DOES IT EXIST, WHY DOES IT EXIST, AND WHAT ACTION CAN BE TAKEN TO ELIMINATE IT. THE STUDY WAS BASED ON THE HYPOTHESIS THAT WAC OFFICERS ARE SUBJECTED TO INSTITUTIONAL DISCRIMINATION IN THE ARMY.
NTIS: AD-A042 976/8ST NTIS PRICES PC A09/MF A01

1100 DIFFICULTIES OF THE NEIGHBORHOOD YOUTH CORPS IN-SCHOOL PROGRAM AND ITS MANAGEMENT PROBLEMS. REPORT TO THE CONGRESS. 20 FEB 73
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 55P.
DISADVANTAGED YOUTH, DROPOUT PREVENTION, DROPOUT PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, MANAGEMENT, PROGRAM EVALUATION, SURVEYS, VOCATIONAL DEVELOPMENT, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC
THIS DOCUMENT REPORTS THE RESULTS OF A STUDY TO DETERMINE WHETHER CHANGES MADE IN THE NEIGHBORHOOD YOUTH CORPS IN-SCHOOL COMPONENT HELPED TO DECREASE THE SCHOOL DROPOUT RATE AMONG PARTICIPANTS. SURVEYS OF PROGRAMS IN HARRIS COUNTY, TEXAS, NORFOLK, VIRGINIA, AND THE WASHINGTON METROPOLITAN AREA PROVIDED THE DATA. OVERALL FINDINGS SUGGEST THAT THE IN-SCHOOL PROGRAM HAS NOT CHANGED DROPOUT TENDENCIES, INDICATING THEREFORE THAT THIS COMPONENT OF THE PROGRAM HAS NO SIGNIFICANT EFFECTS ON WHETHER DISADVANTAGED YOUTH REMAIN IN SCHOOL. DIFFICULTIES OF THE PROGRAM AND ITS PROBLEMS ARE DISCUSSED IN DETAIL. (SN)
ERIC: ED080692

1101 DIGITAL COMPUTER OPERATOR (CLERICAL) 1-25.17--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, DIGITAL COMPUTERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, DIGITAL COMPUTER OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

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1101 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065632

1102 DILEMMAS AND CONTRADICTIONS OF STATUS THE CASE OF THE DUAL-CAREER FAMILY APR 77
HUNT, JANET G.;HUNT, LARRY L.
SOCIAL PROBLEMS;24;4;407-16
CAREERS, FAMILY ROLE, WORKING WOMEN, SOCIAL STATUS, SEX ROLE, FAMILY STRUCTURE, FAMILY CHARACTERISTICS, FEMINISM, LABOR MARKET, SOCIAL MOBILITY
ARGUES THAT A CAREER IS A LIFESTYLE BASED ON STATUS-GROUP MEMBERSHIP AND POSITION WITHIN THE FAMILY. THE ADVOCACY OF DUAL-CAREER FAMILIES, IT IS ARGUED, RECOGNIZES THE BARRIER THE FAMILY CREATES FOR WOMENS PERSONAL ACHIEVEMENT, BUT HAS FAILED TO ASSESS ADEQUATELY THE SUPPORTIVE ROLE OF THE FAMILY IN THE PERSONAL ACHIEVEMENT OF MEN. (AUTHOR/JM)
ERIC: EJ163268

1103 DILEMMAS IN THE TRENDS OF CAPITAL AND PRODUCTIVITY 1976
ANDERSON, L.C.
JOURNAL OF PORTFOLIO MANAGEMENT, VOL.2, NO.4, SUMMER 1976, P. 59-64.
CAPITAL, CAPITAL EXPENDITURE, CAPITAL INVESTMENTS, ECONOMIC GROWTH, ECONOMIC TRENDS, FORECASTING, GNP, GOVERNMENT BUREAUCRACY, GOVERNMENT SPENDING, INCOME, INNOVATION, LABOR FORCE, LABOR MARKET, PRIVATE SECTOR, PRODUCTIVITY, QUALITY OF LIFE, RESEARCH AND DEVELOPMENT, RESOURCE ALLOCATION
ANALYZES THE LONGER-RUN OUTLOOK FOR CAPITAL ACCUMULATION IN THE BUSINESS SECTOR AGAINST THE BACKGROUND OF THE POSSIBILITY OF MAINTAINING THE TREND INCREASE IN THE STANDARD OF LIVING AT THE SAME RATE AS IN 1973. THE PROCESS OF CAPITAL ACCUMULATION AND ITS RELATIONSHIP TO THE STANDARD OF LIVING ARE DISCUSSED. THE EFFECT OF GOVERNMENT INTERVENTION OF BUSINESS CAPITAL ACCUMULATION IS EXPLORED.
MGMT: JP076P0059

1104 DIMENSIONS OF INVOLVEMENT SEP 69
OSGOOD, GRETCHEN A.
PUBLIC HEALTH SERVICE, BETHESDA, MD. DIV. OF NURSING.
PUB. IN NURSING OUTLOOK V17 N9 P53-55 SEP 69.
NOTES: 3P
NURSES, HEALTH MANPOWER EDUCATION, HRP/PAE, HRP/ZB, HRP/PAJ, HRP/MCAE, HRPGEO/YNO, HRPOCC/XD, REPRINTS, SOCIOECONOMIC STATUS, NTISHRANHP
PROJECTS FUNDED BY THE DIVISION OF NURSING, PUBLIC HEALTH SERVICE, DHEW UNDER THE ALLIED HEALTH PROFESSIONS PERSONNEL TRAINING ACT OF 1966 WHICH HAVE OPENED NURSING EDUCATION AND EMPLOYMENT OPPORTUNITIES TO ECONOMICALLY, CULTURALLY, OR EDUCATIONALLY DISADVANTAGED YOUNG MEN AND WOMEN ARE DESCRIBED. PROJECT ODWIN (OPEN THE DOORS WIDER IN NURSING) WAS INITIATED IN BOSTON IN 1964 AS AN OUTGROWTH OF BOSTON UNIVERSITY SCHOOL OF NURSING ALUMNAE. PROJECT ODWIN WORKERS IDENTIFIED INADEQUATE SECONDARY EDUCATIONAL PREPARATION AS THE MAJOR PROBLEM FACING THE DISADVANTAGED YOUTH THEY WERE SEEKING TO RECRUIT. THE PROJECT UNDERTOOK TO PAY TUITION FOR STUDENTS ILL - PREPARED ACADEMICALLY FOR NURSING TO TAKE A YEAR OF POST - HIGH SCHOOL STUDY AT A SUBURBAN HIGH SCHOOL. THE SUCCESS OF THIS EFFORT ENCOURAGED ODWIN TO DEVELOP OTHER KINDS OF COMPENSATORY EDUCATION PROGRAMS. PROJECT ODWIN ALSO WORKED INTENSIVELY WITH SCHOOLS OF NURSING TO ENCOURAGE THEM TO CONSIDER NON - ACADEMIC QUALITIES FOR ADMISSION AND TO DEVELOP FLEXIBLE CRITERIA AND CURRICULUM PATTERNS. IN ANOTHER PROJECT, DISADVANTAGED STUDENTS ARE BEING IDENTIFIED BY A SCHOOL IN RHODE ISLAND EARLY IN THEIR HIGH SCHOOL PROGRAM, AND UPGRADING FOR ADMISSION TO A SCHOOL OF NURSING BEGINS IN THE SUMMER OF THEIR JUNIOR YEAR. A WASHINGTON, D.C., PROJECT HAS SET UP DISCUSSION GROUPS WITH STUDENTS IN THE EIGHTH AND TENTH GRADES TO EXPLORE WHAT THE YOUNG PEOPLE THEMSELVES CONSIDER TO BE BARRIERS TO A NURSING EDUCATION. THE DIVISION OF NURSING IS ALSO SPONSORING PROGRAMS TO HELP ADULTS MOVE UPWARD ON THE CAREER LADDER, SUCH AS AN EXPERIMENTAL PROJECT IN MICHIGAN WHICH IS PREPARING SELECTED LICENSED PRACTICAL NURSES TO BECOME PROFESSIONAL NURSES. ANOTHER PROGRAM IS BEING CONSIDERED THAT WILL MAKE IT POSSIBLE FOR LICENSED PRACTICAL NURSES WHO HAVE GRADUATED FROM APPROVED PROGRAMS TO BE ADMITTED TO A DIPLOMA PROGRAM WITH ADVANCED STANDING.
NTIS: HRP-0006592/0ST NTIS PRICE NOT AVAILABLE NTIS

1105 DIMENSIONS OF RESEARCH IN RURAL SOCIOLOGY. NOV 68
RUESINK, DAVID C.;AND OTHERS
TEXAS A AND M UNIV., COLLEGE STATION. AGRICULTURAL EXPERIMENT STATION.; TEXAS A AND M UNIV., COLLEGE STATION. DEPT. OF AGRICULTURAL ECONOMICS AND SOCIOLOGY.
NOTES: 43P.; PAPERS PRESENTED TO THE SOCIAL SCIENCE SECTION OF THE 1968 ANNUAL CONFERENCE OF THE TEXAS AGRICULTURAL EXPERIMENT STATION
ADJUSTMENT PROBLEMS, AGRICULTURAL LABORERS, COMMUNITY CHARACTERISTICS, COMMUNITY LEADERS, COMMUNITY ORGANIZATIONS, COMMUNITY SIZE, FAMILY MOBILITY, FINANCIAL SUPPORT, JOB TRAINING, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, POLITICAL POWER, RELOCATION, RURAL POPULATION, SOCIAL FACTORS, SOCIOLOGY, UNEMPLOYMENT, LING TEMCO VOUGHT EMPLOYMENT RELOCATION PROJECT, TEXAS EMPLOYMENT COMMISSION
TWO PAPERS ARE PRESENTED WHICH WERE GIVEN BEFORE THE SOCIAL SCIENCE SECTION OF THE 1968 ANNUAL CONFERENCE OF THE TEXAS AGRICULTURAL EXPERIMENT STATION. THE FIRST PAPER REPORTS ON THE RESULTS OF A RESEARCH EFFORT DESIGNED TO IDENTIFY FACTORS ASSOCIATED WITH

(CONT.)
1105 SUCCESSFUL RELOCATION OF PEOPLE FROM A RURAL OR SMALL COMMUNITY ENVIRONMENT INTO LARGE, INDUSTRIALIZED METROPOLITAN AREAS. TWO PRINCIPAL FACTORS POINTED OUT AS ENHANCING THE CHANCES OF SUCCESSFUL ADJUSTMENT ARE THE EXISTENCE OF A TRAINING AND COUNSELING PROGRAM FOR THE GUIDANCE WORKERS BEFORE RELOCATION AND THE AVAILABILITY OF MOBILITY MONEY FOR RELOCATION EXPENSES. THE SECOND PAPER DEALS WITH THE POWER STRUCTURE OF SMALL COMMUNITIES, BASED ON THE COMPARISON OF 2 COMMUNITIES IN TEXAS WITH WIDELY DIVERGENT TYPES OF ECONOMIC BASES. (JM)
ERIC: ED027997

1106 THE DIRECT EFFECTS OF FEDERAL MANPOWER PROGRAMS IN REDUCING UNEMPLOYMENT 69 F
COHEN, MALCOLM S.
J HUM RESOURCES:4:4:491-507
ECONOMIC RESEARCH, EMPLOYMENT LEVEL, EMPLOYMENT PROGRAMS, EMPLOYMENT STATISTICS, FEDERAL PROGRAMS, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, UNEMPLOYMENT, COLLEGE WORK STUDY, COMMUNITY ACTION PROGRAMS, MANPOWER DEVELOPMENT AND TRAINING ACT, NEIGHBORHOOD YOUTH CORPS
ERIC: EJ010571

1107 THE DIRECT LABOR MARKET EFFECTS OF THE U.S. UNEMPLOYMENT INSURANCE SYSTEM A REVIEW OF RECENT EVIDENCE DEC 74
FIELDS, GARY S.
YALE UNIV., NEW HAVEN. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-OAS-74-3375
NOTES: FINAL REPT. JUN-DEC 74 58P
UNEMPLOYMENT, INSURANCE, ECONOMIC SURVEYS, UNEMPLOYMENT INSURANCE, INCOME MAINTENANCE, ELIGIBILITY, NTISLABASP
THIS PAPER FOCUSES ON THE AMERICAN SYSTEM OF UNEMPLOYMENT INSURANCE(UI), PAYING PARTICULAR ATTENTION TO THE RELATION BETWEEN UI AND UNEMPLOYMENT. SPECIFIC ISSUES ADDRESSED ARE THE EFFICIENCY OF UI AS A TOOL FOR INCOME MAINTENANCE, THE ADEQUACY OF BENEFIT LEVELS AND WHO BENEFITS FROM THEM, THE INFLUENCE OF UI ON UNEMPLOYMENT AND ITS EFFECT ON THE ECONOMY, THE DISTRIBUTION EFFECTS OF THE UI. IT HAS BEEN ESTABLISHED THAT WORKERS COVERED BY UI LOSE ONLY A SMALL FRACTION OF THE NET INCOME THEY WOULD HAVE EARNED HAD THEY BEEN FULLY-EMPLOYED. OTHER OBSERVATIONS ARE MADE AND RELATED TO SOCIAL WELFARE.
NTIS: PB-256 303/9ST NTIS PRICES PC$4.50/MF$3.00

1108 DIRECT LABOR MARKET EFFECTS OF UNEMPLOYMENT INSURANCE 1977
FIELDS, G.S.
INDUSTRIAL RELATIONS, VOL.16, NO.1, FEB 1977, P. 1-14.
ECONOMICS, INCOME, INSURANCE, UNEMPLOYMENT, UNEMPLOYMENT BENEFITS
EXAMINES THREE AREAS OF IMPACT OF UNEMPLOYMENT INSURANCE: 1) INCOME MAINTENANCE, 2) INCREASED UNEMPLOYMENT, 3) EFFECTS ON INCOME DISTRIBUTION.
MGMT: IOR7700001

1109 DIRECTION CANADA - TOWN AND COUNTRY: DISPARITIES PERSIST, DESPITE DREE 1976
COOK, P.
EXECUTIVE, VOL.18, NO.9, SEPT 1976, P. 61-62.
CANADA, ECONOMIC DEVELOPMENT, ECONOMIC GROWTH, ECONOMIC TRENDS, ECONOMICS, FINANCE, GOVERNMENT AGENCY, GOVERNMENT SPENDING, PERFORMANCE, PUBLIC ADMINISTRATION, RECESSION, REGIONAL PLANNING, UNEMPLOYMENT
OFFERS ARGUMENTS FOR THE CONTINUED EXISTENCE OF THE DEPARTMENT OF REGIONAL ECONOMIC EXPANSION (DREE). FINDING THE NECESSARY FUNDS IS ONE DIFFICULTY FOR DREE. THE PERFORMANCE, PURPOSE AND OBJECTIVES OF DREE ARE DISCUSSED.
MGMT: EXE76I0061

1110 DIRECTION CANADA: TOWN AND COUNTRY 1976
KETTLE, J.
EXECUTIVE, VOL.18, NO.9, SEPT 1976, P. 38.
CANADA, CITIES, CRIME, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, IMMIGRATION, INCOME DISTRIBUTION, POLLUTION, POPULATION, PUBLIC ADMINISTRATION, PUBLIC AFFAIRS, QUALITY OF LIFE, STRESS, TRANSPORTATION, URBAN DEVELOPMENT
EVEN IF THE ABSOLUTE SIZE OF THE BIGGEST CANADIAN CITIES IS NOT A PROBLEM, THEIR RELATIVE SIZE IS. URBANIZATION IS THE ANSWER TO LAND PROBLEMS RATHER THAN THEIR CAUSE. THE TWO MOST SERIOUS PROBLEMS OF CANADIAN CITIES ARE TRANSPORTATION AND THE UNATTACHED, AGED POOR. THE RECENT POPULATION DENSITY TRENDS AND THE UNDERLYING REASONS ARE DISCUSSED.
MGMT: EXE76I0039

1111 DIRECTIONS FOR A NATIONAL MANPOWER POLICY A REPORT ON THE PROCEEDINGS OF THREE REGIONAL CONFERENCES. SPECIAL REPORT NO. 13. DEC 76
NATIONAL COMMISSION FOR MANPOWER POLICY, WASHINGTON D.C.
NOTES: 169P.
CONFERENCE REPORTS, DELIVERY SYSTEMS, EMPLOYMENT PROBLEMS, GOVERNMENT ROLE, MANPOWER DEVELOPMENT, NATIONAL PROGRAMS, POLICY FORMATION, PROGRAM PLANNING, REGIONAL PLANNING, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, YOUTH EMPLOYMENT, UNITED STATES
THE THREE CONFERENCE REPORTS SUMMARIZED WERE PREPARED BY THE SPONSORS OF THE REGIONAL

(CONT.)
1111 (EASTERN, CENTRAL, AND WESTERN) CONFERENCES ON DIRECTIONS FOR A NATIONAL MANPOWER POLICY HELD IN SEPTEMBER AND OCTOBER 1976. EACH OF THESE SUMMARIES IS A SEPARATE SECTION CONSISTING OF A SUMMARY OF THE CONFERENCE PROCEEDINGS, A SUMMARY OF THE SPEECHES AND PAPERS PRESENTED AT THE CONFERENCE, ANY COMMENTS SUBMITTED BY CONFERENCE PARTICIPANTS, A LIST OF THE DISCUSSION QUESTIONS USED AT THE CONFERENCE, AND A LIST OF THE CONFERENCE PARTICIPANTS. EACH OF THE SUMMARIES FOCUSES ON THE SAME BROAD THEMES--EMPLOYMENT PROBLEMS OF YOUTH IMPROVING THE TRANSITION FROM SCHOOL TO WORK; MANPOWER PROGRAMS AND SERVICES INFRASTRUCTURE AND DELIVERY; AND ISSUES AND ELEMENTS IN THE DESIGN OF A NATIONAL MANPOWER POLICY. (WL)
ERIC: ED138763

1112 DIRECTOR, FUNERAL 0-65.20; EMBALMER 0-65.10 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, SERVICE WORKERS, TEST RELIABILITY, TEST VALIDITY, EMBALMER, FUNERAL DIRECTOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061291

1113 DIRECTOR, SCHOOL LUNCH PROGRAM 0-71.32--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, LUNCH PROGRAMS, MANAGERIAL OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, SCHOOL LUNCH PROGRAM DIRECTOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063390

1114 A DIRECTORY OF COMMUNITY WAGE SURVEYS, 1948-JUNE 1965. SEP65
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 38P.
BIBLIOGRAPHIES, COMMUNITY SURVEYS, FEDERAL GOVERNMENT, LABOR FORCE, NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, STATISTICAL SURVEYS, WAGES
IN 1949 THE BUREAU OF LABOR STATISTICS INSTITUTED A PROGRAM OF SURVEYS IN WHICH OCCUPATIONS COMMON TO A VARIETY OF MANUFACTURING AND NONMANUFACTURING INDUSTRIES WERE STUDIED ON A COMMUNITYWIDE BASIS. THE EARLIER STUDIES WERE LIMITED TO OFFICE WORKERS BUT WERE EXPANDED BY 1951 TO INCLUDE PROFESSIONAL AND TECHNICAL, MAINTENANCE AND POWER PLANT, AND CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS FOR 11 AREAS. SINCE 1961 IT HAS INCLUDED 92 AREAS. THIS DIRECTORY LISTS ALL OF THE PUBLICATIONS, WITH THE EXCEPTION OF OFFICE CLERICAL REPORTS, WHICH HAVE EMANATED FROM THIS PROGRAM TO DATE. INDIVIDUAL AREA REPORTS ARE LISTED BY STATE, BY METROPOLITAN AREA AND PERIOD COVERED, WITH BULLETIN NUMBER AND PRICE. COMPREHENSIVE BULLETINS COVERING THE AREAS THAT WERE STUDIED FOR EACH OF THE YEARS, 1951-52 THROUGH 1963-64, ARE LISTED AND PROVIDE DATA AND ANALYSES ON LEVELS AND TRENDS OF OCCUPATIONAL EARNINGS, AS WELL AS ON ESTABLISHMENT PRACTICES AND SUPPLEMENTARY WAGE PROVISIONS. RELATED ANALYTICAL ARTICLES THAT APPEARED IN THE MONTHLY LABOR REVIEW FROM 1949 THROUGH 1963-64 ARE ALSO LISTED. (PS)
ERIC: ED017669

1115 DIRECTORY OF REPRESENTATIVE WORK EDUCATION PROGRAMS 1972-73. 73
FRANKEL, STEVEN M., ED.;AND OTHERS
OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. OFFICE OF PLANNING, BUDGETING, AND EVALUATION.; SYSTEM DEVELOPMENT CORP., SANTA MONICA, CALIF.
NOTES: 341P.
DIRECTORIES, PART TIME JOBS, PART TIME STUDENTS, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS
TO STUDY EXISTING SCHOOL-SUPERVISED WORK EDUCATION PROGRAMS, TO DESCRIBE DIFFERENT ORGANIZATIONAL PATTERNS, TO IDENTIFY CONSTRAINTS ON PROGRAM EXPANSION, AND TO EXAMINE INCENTIVES TO INCREASE EMPLOYER PARTICIPATION, REPRESENTATIVE PROGRAMS WERE SUGGESTED UPON REQUEST BY CHIEF STATE SCHOOL OFFICERS, DIRECTORS OF SECONDARY VOCATIONAL EDUCATION, DIRECTORS OF COMMUNITY COLLEGES, AND OTHER CONSULTANTS OF NATIONAL REPUTE. THE DIRECTORS OF EACH OF THE MORE THAN 1000 PROGRAMS NAMED WAS SENT A QUESTIONNAIRE REQUESTING INFORMATION ON SCHOOLS IN WHICH THE PROGRAM OPERATES, EDUCATIONAL LEVEL OF THE PROGRAM, PRIMARY PURPOSE OF THE PROGRAM, INCLUSION OF JOB-RELATED INSTRUCTION, INDUSTRIAL SETTING, PRESENCE OF STUDENTS UNDER AGE 16, AVAILABILITY OF ACADEMIC CREDIT FOR TIME SPENT AT THE JOB SITE, AND RELATED TOPICS. NAME, ADDRESS, AND PHONE NUMBER OF THE PROJECT DIRECTOR ARE INCLUDED FOR THE 550 QUESTIONNAIRES WHICH MET THE STUDY REQUIREMENTS. A REPORT A TOPICAL BIBLIOGRAPHY OF WORK EDUCATION PROGRAMS, PROJECTS, AND PROCEDURES BY TRUDY BANTA AND OTHERS PRECEEDED THIS DIRECTORY. A FINAL REPORT IN THE FORM OF 50 CASE STUDIES IS TO BE PUBLISHED. (AG)
ERIC: ED080880 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 1780-01244, $2.95)

1116 DISABILITY INCOME 1975
SELSER, D.R.
CONFERENCE OF ACTUARIES IN PUBLIC PRACTICE, PROCEEDINGS, VOL.25, 1975-76, P. 146-148.
ECONOMIC TRENDS, ECONOMICS, FINANCE, HEALTH INSURANCE, INSURANCE INDUSTRY, LIFE INSURANCE, UNEMPLOYMENT, WORKMEN'S COMPENSATION
THE FIGURES FOR PREMIUM AND CLAIM DATA FOR THE PERIOD 1968-1973 CLEARLY SHOW THAT CLAIMS ARE GROWING MUCH FASTER THAN PREMIUMS. THE IMPORTANCE OF ANALYSIS OF ECONOMIC TRENDS AND OF WORKMENS COMPENSATION ON INSURANCE FIRMS ARE EMPHASIZED.
MGMT: CPP755P146-1

1117 DISABLED VETERANS ESPRIT DE CORPS FEB 76
CANANT, TALMADGE
WORKLIFE;1;2;10-11
VETERANS, UNEMPLOYED, PHYSICALLY HANDICAPPED, PROGRAM DESCRIPTIONS, EMPLOYMENT PROGRAMS, PARAPROFESSIONAL PERSONNEL, EMPLOYMENT SERVICES, EMPLOYMENT COUNSELORS, TEXAS EMPLOYMENT COMMISSION, VIETNAM VETERANS
THE PROGRAM TRAINS DISABLED VIETNAM VETERANS TO BECOME EMPLOYMENT INTERVIEWERS (TO ASSIST OTHER VETERANS IN FINDING EMPLOYMENT) WHILE EMPLOYING THEM AS PARAPROFESSIONAL COMMUNITY SERVICE AIDES. (AG)
ERIC: EJ132214

1118 DISABLED VETERANS OF THE VIETNAM ERA EMPLOYMENT PROBLEMS AND PROGRAMS JAN 75
WILSON, THURLOW R.;RICHARDS, JOHN A.;BERCINI, DEBORAH M.
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-51-73-46
NOTES: FINAL REPT. 329P
EMPLOYMENT, HANDICAPPED PERSONS, VETERANS(MILITARY PERSONNEL), NTISLABROU
THE STUDY EXAMINES THE PROBLEMS DISABLED VIETNAM-ERA VETERANS FACE WHEN LOOKING FOR WORK. THE CENTRAL ELEMENT IS A SURVEY OF VIETNAM-ERA VETERANS WITH SERVICE-CONNECTED DISABILITIES. OTHER INFORMATION SOURCES INCLUDE PUBLIC AND PRIVATE EMPLOYERS, STATE EMPLOYMENT SERVICE PERSONNEL, VETERANS ADMINISTRATION PERSONNEL, AND REPRESENTATIVES OF VETERANS SERVICE ORGANIZATIONS. THE RELATIONSHIP BETWEEN THE EMPLOYMENT SERVICE AND THE VETERANS ADMINISTRATION IN PROVIDING SERVICES TO DISABLED VETERANS IS DISCUSSED. SEVERAL RECOMMENDATIONS ARE MADE FOR ADDITIONS TO, AND CHANGES IN, EMPLOYMENT ASSISTANCE PROGRAMS FOR DISABLED VETERANS.
NTIS: PB-239 433/6ST NTIS PRICES PC$9.50/MF$2.25

1119 THE DISADVANTAGED UNEMPLOYABLE OR JUST UNEMPLOYED A REPORT ON TRAINING FOR UNIVERSITY EMPLOYMENT. SEP 68
ZWERLING, S.
CALIFORNIA UNIV., BERKELEY. SPACE SCIENCES LAB.
NOTES: 35P.
ACADEMIC EDUCATION, CAREER PLANNING, DISADVANTAGED GROUPS, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EXPERIMENTAL PROGRAMS, FINANCIAL SUPPORT, JOB TRAINING, MANPOWER DEVELOPMENT, NEGROES, SPECIAL DEGREE PROGRAMS, UNEMPLOYED, UNIVERSITIES, VOCATIONAL COUNSELING, WORK EXPERIENCE, UNIVERSITY OF CALIFORNIA
WORKING THROUGH THE SPACE SCIENCES LABORATORY OF THE UNIVERSITY OF CALIFORNIA AT BERKELEY, THE NEW CAREERS DEVELOPMENT AGENCY IN OAKLAND IS ENGAGED IN TRAINING UNEMPLOYED, DISADVANTAGED NEGROES FOR NEW CAREERS. THE THREE YEAR TRAINING PROGRAMS ARE DESIGNED TO HELP DEVELOP ENTRY LEVEL EMPLOYMENT OPPORTUNITIES, PROVIDE MAXIMUM PROSPECTS FOR CONTINUED EMPLOYMENT AND ADVANCEMENT, AND ACCOMPLISH THESE ENDS BY A COMBINATION OF EDUCATION, TRAINING, COUNSELING, AND OTHER SUPPORTIVE SERVICES. TRAINEES ARE TO BE PREPARED FOR A SPECIFIC PROFESSION. ADVANCEMENT IS TO BE BASED SOLELY ON MASTERY OF CERTAIN NECESSARY VERBAL AND OTHER SKILLS. CAREERISTS ALSO DEVOTE 25% OF THEIR TIME TO

(CONT.)
1119 ACADEMIC CLASSWORK IN LOCAL COLLEGES IN PURSUIT OF AN ASSOCIATE OF ARTS DEGREE SO THAT ULTIMATELY THEY WILL HAVE AT LEAST TWO YEARS OF BOTH WORK EXPERIENCE AND FORMAL EDUCATION. THUS FAR, THE EDUCATIONAL PERFORMANCE OF CAREERISTS HAS BEEN ENCOURAGING, AND ON THE JOB PERFORMANCE HAS, WITH ONLY MINOR RESERVATIONS, BEEN OFFICIALLY JUDGED SATISFACTORY. (AN ACCOUNT OF FUNDING ARRANGEMENTS, TRAINEE SELECTION, AND OVERALL PROGRAM OPERATION IS INCLUDED.) (LY)
ERIC: ED029254 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (N68-37296, MF $0.65, HC $3.00)

1120 DISADVANTAGED AND NON-DISADVANTAGED URBAN HIGH SCHOOL STUDENTS PERCEPTIONS OF WORK WITHIN GENERAL MERCHANDISE RETAIL DEPARTMENT STORES. 69
BENNETT, JAMES GORDON
NOTES: 119P.
DISADVANTAGED YOUTH, DISTRIBUTIVE EDUCATION, EMPLOYEE ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT QUALIFICATIONS, JOB SATISFACTION, OCCUPATIONAL MOBILITY, PERCEPTION, RACIAL DISCRIMINATION, RATING SCALES, RETAILING, SALES OCCUPATIONS, STUDENT ATTITUDES, SURVEYS, WORK ATTITUDES
IN THREE OHIO CITIES, A PERCEPTION SCALE OF 55 STATEMENTS WAS ADMINISTERED TO (1) 350 BLACK STUDENTS IN SCHOOLS SERVING DISADVANTAGED YOUTH, (2) 600 WHITE STUDENTS IN SCHOOLS SERVING NON-DISADVANTAGED YOUTH, (3) 27 WHITE STUDENTS IN A SCHOOL SERVING DISADVANTAGED YOUTH, AND (4) 154 DEPARTMENT STORE WORKERS. AMONG EXTENSIVE FINDINGS WERE THE FOLLOWING (1) THE PERCEPTIONS OF THE WHITE STUDENTS IN THE DISADVANTAGED SCHOOL MOST CLOSELY APPROXIMATED THE PERCEPTIONS OF THE STORE EMPLOYEES; THE BLACK STUDENTS WERE THE FARTHEST REMOVED, (2) LIKE THE EMPLOYEE GROUP, THE WHITE STUDENTS IN THE DISADVANTAGED SCHOOL BELIEVED THAT MINORITY AND WHITE APPLICANTS HAVE EQUAL CHANCES OF BEING HIRED AS SALESMEN, (3) WHITE STUDENTS IN NON-DISADVANTAGED SCHOOLS AGREED WITH EMPLOYEES THAT PERSONALITY, EDUCATIONAL ATTAINMENT, HEALTH, AND SPEAKING ABILITY ARE IMPORTANT, AND (4) THE BLACK STUDENTS ATTACHED IMPORTANCE TO EDUCATION BUT WERE LESS AWARE OF THE TRADITIONAL EMPLOYMENT REQUISITES AND GENERAL WORK RULES; THEY WERE MORE WILLING TO WORK FOR A MINIMUM WAGE AND BELIEVED FACTORY WORK WAS MORE STABLE. ALL AGREED THERE ARE FEW NON-WHITE MANAGEMENT PERSONNEL. THIS PH.D. DISSERTATION WAS SUBMITTED TO THE OHIO STATE UNIVERSITY. (JK)
ERIC: ED033209 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106

1121 DISADVANTAGED EMPLOYEE DEVELOPMENT PROGRAM OF THE UNIVERSITY OF CALIFORNIA, SAN DIEGO AUG 72
DOUGLASS, JACK
TRAINING AND DEVELOPMENT JOURNAL:26:8:34-6
DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, ON THE JOB TRAINING, SKILL DEVELOPMENT, TRAINING OBJECTIVES, CALIFORNIA UNIVERSITY (SAN DIEGO)
ERIC: EJ062502

1122 DISADVANTAGED PEOPLE AND THE CHANGING MARKET PLACE MAR/APR 76
POSOW, JEROME M.
JOURNAL OF REHABILITATION:42:2:29-31
LABOR MARKET, DISADVANTAGED GROUPS, EMPLOYMENT PROBLEMS, HANDICAPPED, MANPOWER DEVELOPMENT, PRODUCTIVITY, EMPLOYMENT TRENDS, ECONOMIC CHANGE, MANPOWER UTILIZATION
AFTER EXAMINING PROBLEM AREAS IN THE LABOR MARKET, THE AUTHOR PROPOSES THAT DISADVANTAGED GROUPS, PARTICULARLY THE HANDICAPPED, ARE AN UNTAPPED HUMAN RESOURCE WHICH CAN HELP RESOLVE SOME OF THOSE PROBLEMS. RECOMMENDATIONS TO MEET THE NEEDS OF DISADVANTAGED GROUPS ARE PRESENTED. (EC)
ERIC: EJ134127

1123 THE DISADVANTAGED WORKER READINGS IN DEVELOPING MINORITY MANPOWER. 71
ZIMPEL, LLOYD, ED.
NOTES: 298P.
CHANGING ATTITUDES, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, MANPOWER DEVELOPMENT, MINORITY GROUPS, NEGROES, TRAINING
THIS DOCUMENT EXAMINES THE EFFORTS MADE BY AMERICAN BUSINESS TO MAKE EMPLOYMENT OPPORTUNITIES AVAILABLE TO THE DISADVANTAGED MINORITY WORKER. TEN MAJOR AREAS ARE DISCUSSED, INCLUDING THE FOLLOWING CHANGING SOCIAL ATTITUDES, NEGRO WORK ATTITUDES, PATTERNS FOR DISADVANTAGED PROGRAMS, MANAGEMENT VIEWS OF HARD-CORE HIRING, TESTING THE DISADVANTAGED, TRAINING THE UNEMPLOYED, COMPANY EXPERIENCE WITH THE DISADVANTAGED, THE ROLE OF THE UNIONS, UPGRADING AND JOB MOBILITY, AND JOB PROGRAMS DURING BUSINESS SLOWDOWNS. FORTY READINGS ARE INCLUDED. THE POINT OF THIS COLLECTION IS TO BRING TOGETHER SOME OF THE LESSONS LEARNED OVER THE PAST FEW YEARS ABOUT HOW BEST TO FIT THE DISADVANTAGED JOBLESS INTO THE COUNTRYS EMPLOYMENT PATTERN. (CK)
ERIC: ED053344 ADDISON-WESLEY PUBLISHING COMPANY, READING, MASS. (NO PRICE QUOTED)

1124 DISADVANTAGED YOUTH AND THE WORLD OF WORK APR 72
AMERICAN VOCATIONAL JOURNAL:47:4:50-61
DISADVANTAGED YOUTH, ENTRY WORKERS, JOB PLACEMENT, JOB TRAINING, OUT OF SCHOOL YOUTH, RESEARCH PROJECTS, VOCATIONAL EDUCATION
ERIC: EJ055805

1125 DISADVANTAGED YOUTH APPROACHING THE WORLD OF WORK: A STUDY OF NYC ENROLLEES IN NEW YORK CITY. NOV 69
MANDELL, WALLACE;AND OTHERS
WAKOFF RESEARCH CENTER, STATEN ISLAND, N.Y.
NOTES: 234P.
ATTITUDES, BEHAVIOR, CAUCASIANS, DISADVANTAGED YOUTH, EMPLOYER ATTITUDES, EMPLOYMENT PROBLEMS, EMPLOYMENT QUALIFICATIONS, FEDERAL PROGRAMS, INTERVIEWS, INVESTIGATIONS, JOB TRAINING, NEGROES, PREVOCATIONAL EDUCATION, PROGRAM EVALUATION, PUERTO RICANS, URBAN AREAS, NEIGHBORHOOD YOUTH CORPS
THE CENTRAL QUESTION OF THIS RESEARCH PERTAINED TO THE DEGREE TO WHICH NEIGHBORHOOD YOUTH CORPS (NYC) ENROLLEES, NYC PERSONNEL, AND POTENTIAL EMPLOYERS SHARED A COMMON FRAME OF REFERENCE, AND HELD SIMILAR VIEWS REGARDING THE TRANSACTIONS INVOLVED IN ENTERING THE WORLD OF WORK. THIS WAS STUDIED BY AN EXAMINATION OF THE WORK RELATED PERCEPTIONS OF NYC ENROLLEES, THEIR WORK EXPERIENCE SUPERVISORS, AND EMPLOYERS. THE NEGOTIATING PROCESS ITSELF DURING EMPLOYMENT INTERVIEWS WAS STUDIED. DATA ON THIS BARGAINING SESSION WERE GATHERED TO INCLUDE FIVE MAJOR COMPONENTS. RESULTS OF THE STUDY PRESENTED A PICTURE OF YOUTH FRIGHTENED BY THE PROSPECTS OF ENTERING THE WORLD OF WORK. THEY VIEWED THE WORLD OF WORK AS EXTREMELY DEMANDING, AND SAW THEMSELVES AS ESSENTIALLY UNPREPARED FOR THESE DEMANDS. EMPLOYERS AND SUPERVISORS TOOK THE POSITION THAT, ALTHOUGH YOUNG PEOPLE ARE UNPREPARED, LITTLE PREPARATION IS NEEDED. THE NYC ENROLLEES BELIEVED PREPARATION IS NEEDED. (AUTHORS/LY)
ERIC: ED040320 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-189-015, MF $0.65, HC $3.00)

1126 A DISAGGREGATE STUDY OF THE EFFECT OF UNEMPLOYMENT RATES ON LABOR SUPPLY. JAN 75
FLEISHER, BELTON M.;PARSONS, DONALD O.
OHIO STATE UNIV., COLUMBUS. RESEARCH FOUNDATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 90P.
CORRELATION, CROSS SECTIONAL STUDIES, ECONOMIC FACTORS, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, LABOR ECONOMICS, LABOR FORCE, LABOR MARKET, LABOR SUPPLY, NATIONAL SURVEYS, STATISTICAL ANALYSIS, STATISTICAL SURVEYS, UNEMPLOYMENT
THE PROJECT FOCUSES ON TWO LOOSELY-RELATED HYPOTHESES REGARDING A CONTRADICTION EXISTING IN THE RESULTS OF PREVIOUS RESEARCH ON THE RELATIONSHIP BETWEEN LABOR FORCE PARTICIPATION AND UNEMPLOYMENT. THIS CONTRADICTION IS THE PERSISTENT TENDENCY OF THE ESTIMATED EFFECT OF UNEMPLOYMENT ON LABOR FORCE PARTICIPATION--AND HENCE ESTIMATES OF HIDDEN UNEMPLOYMENT--TO BE GREATER WHEN CROSS SECTION DATA BASED ON STANDARD METROPOLITAN STATISTICAL AREAS (SMSA) AGGREGATES ARE USED THAN WHEN ECONOMY-WIDE TIME SERIES DATA ARE USED. THE HYPOTHESES PUT FORWARD TO EXPLAIN THIS CONTRADICTION ARE (1) THAT THE CROSS SECTION ESTIMATES ARE BIASED AS THE RESULT OF LABOR FORCE HETEROGENEITY ACROSS SMSAS; AND (2) THAT THE PROBLEM OF MUTUAL DETERMINATION OF LABOR FORCE PARTICIPATION AND UNEMPLOYMENT IS A MUCH MORE LIKELY CAUSE OF SPURIOUS CORRELATION BETWEEN THESE TWO VARIABLES IN THE CROSS SECTION THAN IN THE TIME SERIES DATA. (AUTHOR)
ERIC: ED109347 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

1127 THE DISAGGREGATION OF AGGREGATE MANPOWER PLANS 1976
PITZMAN, L.P.; KRAJEWSKI, L.J.; SHOMALTER, M.J.
MANAGEMENT SCIENCE, VOL.22, NO.11, JULY 1976, P. 1204-1214, BIBLIOG. 17
ALGORITHM, COST EFFECTIVENESS, LABOR MANAGEMENT, MANAGEMENT, OPERATIONS RESEARCH, OPTIMIZATION, PLANNING, QUANTITATIVE METHODS, RESOURCE ALLOCATION, SCHEDULING, SIMULATION, STAFFING
DESCRIBES A COMBINED HEURISTIC PROGRAMMING AND SIMULATION ALGORITHM AMENABLE TO THE PROCESS OF DECOMPOSITION OF OPERATIONS. A METHODOLOGY FOR THE DISAGGREGATION OF AGGREGATE MANPOWER PLANS IS DISCUSSED. THE PROBLEM IS TO ASSIGN EMPLOYEES TO SPECIFIC OPERATIONS AND TOURS OF DUTY WHEN THERE ARE MULTIPLE OBJECTIVES.
MGMT: MSC76G1204

1128 THE DISAPPEARANCE OF SEX DISCRIMINATION IN FIRST JOB PLACEMENT OF NEW PHDS. HERI RESEARCH REPORT 75-1. 75
CARTTER, ALLAN M.;RUHTER, WAYNE E.
HIGHER EDUCATION RESEARCH INST., INC., LOS ANGELES, CALIF. CARNEGIE COMMISSION ON HIGHER EDUCATION, BERKELEY, CALIF.; FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 21P.
COMPARATIVE ANALYSIS, DEGREES (TITLES), DOCTORAL DEGREES, EQUAL OPPORTUNITIES (JOBS), FEMALES, HIGHER EDUCATION, JOB PLACEMENT, MALES, RESEARCH, RESEARCH AND DEVELOPMENT CENTERS, RESEARCH PROJECTS, SEX DISCRIMINATION
THIS INVESTIGATION OF FIRST-TIME JOB PLACEMENT OF NEW PHDS WAS BASED ON DATA FROM THE NATIONAL RESEARCH COUNCILS DOCTORATE RECORD FILES AND ANALYZED THROUGH THE DEVELOPMENT OF A NEW QUALITY RATING SCHEME THAT SEPARATES COLLEGES AND UNIVERSITIES INTO 12 GROUPS. AN ANALYSIS OF THE PERCENTAGES OF NEW WOMEN DOCTORATES IN RESEARCH, POSTDOCTORAL WORK, AND TEACHING DURING THE YEAR 1967-73 PROVIDED NO EVIDENCE OF DISCRIMINATION AGAINST WOMEN IN FIRST JOB PLACEMENT IN RESEARCH AND DEVELOPMENT AND POSTDOCTORAL ACTIVITY, WHILE THE EVIDENCE SUGGESTING EARLIER DISCRIMINATION IN TEACHING APPOINTMENTS DISAPPEARED BY 1973. IT WAS ALSO SUGGESTED THAT THE LONG-RANGE DEVELOPMENT OF AN ACADEMIC CAREER PROBABLY DEPENDS MORE ON A NEW DOCTORATES FIRST JOB THAN ON ANY OTHER FACTOR. (WJM)
ERIC: ED104255 HIGHER EDUCATION RESEARCH INSTITUTE, 924 WESTWOOD BLVD., SUITE 850, LOS ANGELES, CALIFORNIA 90024 ($1.50 PREPAID)

1129 THE DISASTER IN PRODUCTIVITY 1974
FORTUNE, VOL.90, NO.6, DEC 1974, P. 24.
ECONOMICS, GNP, INFLATION, LAYOFF, MANUFACTURING, PRODUCTIVITY, RECESSION, RETAIL INDUSTRY, UNEMPLOYMENT
ANALYZES THE TREND IN PRODUCTIVITY WHICH HAS SHOWN SHARP LOSSES SINCE LATE 1973, DISCUSSES THE CAUSES AND SUGGESTS VARIOUS SCENARIOS THAT WILL BRING ABOUT A TURN-AROUND.
MGMT: FOR74L0024

1130 DISCOURAGED WORKERS AND CHANGES IN UNEMPLOYMENT MAR 73
FLAIM, PAUL O.
MONTHLY LABOR REVIEW:96:3:8-16
LABOR ECONOMICS, LABOR FORCE NONPARTICIPANTS, MANPOWER UTILIZATION, UNEMPLOYED, UNEMPLOYMENT, WORK ATTITUDES
FIRST TIME SERIES ANALYSIS OF DATA FROM THE CURRENT POPULATION SURVEY INDICATES THAT THE NUMBER OF DISCOURAGED WORKERS RISES AS UNEMPLOYMENT INCREASES. (EDITOR)
ERIC: EJ076115

1131 DISCRIMINATION AND LOW INCOMES: SOCIAL AND ECONOMIC DISCRIMINATION AGAINST MINORITY GROUPS IN RELATION TO LOW INCOMES IN NEW YORK STATE. 59
ANTONOVSKY, AARON, ED.;LORWIN, LEWIS L., ED.
NEW YORK STATE COMMITTEE FOR HUMAN RIGHTS, NEW YORK. NEW YORK STATE INTERDEPARTMENTAL COMMITTEE ON LOW INCOMES, ALBANY.
NOTES: 379P.
CAUCASIAN STUDENTS, DEMOGRAPHY, ECONOMIC DISADVANTAGEMENT, ECONOMIC STATUS, EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, HIGH SCHOOL STUDENTS, INVESTIGATIONS, LOW INCOME, MINORITY GROUPS, NEGROES, OCCUPATIONS, PUERTO RICANS, SOCIAL DISADVANTAGEMENT, SOCIAL DISCRIMINATION, SUBURBS, TABLES (DATA), URBAN AREAS, VOCATIONAL INTERESTS, ELMIRA, NEW YORK STATE, NEW YORK STATE COMMISSION AGAINST DISCRIMINATION
THIS STUDY UNDER THE DIRECTION OF THE N.Y. STATE COMMISSION AGAINST DISCRIMINATION (SCAD) INVESTIGATED THE RELATIONSHIP OF LOW INCOMES TO SOCIAL AND ECONOMIC DISCRIMINATION AGAINST NEGROES AND PUERTO RICANS IN NEW YORK STATE. THE SCOPE OF THE STUDY INCLUDED ANALYSES BY VARIOUS AUTHORS OF THE PRESENT ECONOMIC STATUS OF NEGROES AND PUERTO RICANS, THE LIMITATIONS OF THEIR EARNING CAPACITIES AND INCOME, AND DEVELOPMENTS MOST LIKELY TO AFFECT THEIR FUTURE EMPLOYMENT OPPORTUNITIES. FOR THE PURPOSE OF THIS STUDY $2,000.00 ANNUAL FAMILY INCOME WAS ASSUMED TO BE THE POVERTY LINE. THE DOCUMENT INCLUDES RECOMMENDATIONS DRAWN FROM THE IMPLICATIONS OF THE STUDIES, BASIC FACTS ABOUT THE ECONOMIC STATUS OF NEW YORKS MINORITY GROUPS, ILLUSTRATIONS BY SPECIFIC CASES, AND A THEORETICAL SUMMATION OF THE SOCIAL MEANING OF DISCRIMINATION. A 54 PAGE APPENDIX FOLLOWS WHICH INCLUDES TABLES AND QUESTIONNAIRES USED IN COLLECTING THE DATA. (RG)
ERIC: ED022796

1132 DISCRIMINATION IN EMPLOYMENT MAY-JUN 75
ABZUG, BELLA
INTEGRATED EDUCATION:13:3:44-45
MINORITY GROUPS, EMPLOYMENT OPPORTUNITIES, RACIAL DISCRIMINATION, SEX DISCRIMINATION, LAW ENFORCEMENT, FEMALES, EMPLOYMENT PRACTICES, CIVIL RIGHTS, LEGAL PROBLEMS, PUBLIC POLICY
THIS TESTIMONY, BEFORE A PUBLIC HEARING OF THE NEW YORK CITY COMMISSION ON HUMAN RIGHTS IN MAY 1974, EXPRESSLY FOCUSES ON DISCRIMINATION IN EMPLOYMENT, ASSERTING THAT THIS HAS HAD THE MOST DIRECT EFFECT ON MINORITIES AND WOMEN IN THE COUNTRY; WHILE LEGAL PROTECTIONS HAVE GROWN STRONGER, THEY HAVE NOT BEEN USED EFFECTIVELY. (AUTHOR/JM)
ERIC: EJ121865

1133 DISCRIMINATION IN EMPLOYMENT AN APPRAISAL OF THE RESEARCH. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS 16. FEB 76
HIESTAND, DALE L.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 68P.
DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), EVALUATION, HUMAN RESOURCES, LABOR MARKET, MANPOWER UTILIZATION, RACIAL DISCRIMINATION, RESEARCH NEEDS, SEX DISCRIMINATION, SUBEMPLOYMENT, UNDEREMPLOYED
THIS PAPER APPRAISES SOME COMPLETED AND CURRENT RESEARCH INTO DISCRIMINATION IN EMPLOYMENT AND INDICATES DIRECTIONS AND QUESTIONS FOR FUTURE RESEARCH. MOST RESEARCH VIEWS DISCRIMINATION AS AN ECONOMIC WASTE AND A SOCIAL AND MORAL EVIL, AND SO SHOULD BE APPRAISED IN THE LIGHT OF THE IMPACT THAT IT MAY HAVE ON ELIMINATING OR REDUCING DISCRIMINATION. INCLUDED IN THE PAPER ARE DISCUSSIONS OF THE NATURE AND TYPES OF DISCRIMINATION, DIFFERENTIAL PATTERNS IN EMPLOYMENT, EQUAL OPPORTUNITY THROUGH LAW, AND PRIORITIES IN RESEARCH. HIGHEST RESEARCH PRIORITY SHOULD BE GIVEN TO ANALYZING THE IMPLICATIONS FOR MINORITIES OF THE LABOR MARKET STRUCTURE AND OPERATIONS. EQUALLY IMPORTANT SHOULD BE AN ANALYSIS OF EFFORTS TO TRANSCEND MARKET AND ECONOMIC PROCESSES BY DIRECT PRESSURE, DEMONSTRATIONS, BOYCOTTS, AND THE LIKE. A THIRD AREA OF HIGHEST PRIORITY IN RESEARCH INTO EMPLOYMENT DISCRIMINATION IS THE EFFECT OF THE EMERGING MINORITY MIDDLE CLASS. (ME)
ERIC: ED074256 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX 3-1, ANN ARBOR, MICHIGAN 48106 (NO PRICE QUOTED)

1134 DISCRIMINATION WITHIN INTERNAL LABOR MARKETS 1975
CASSELL, F.H.; DIRECTOR, S.M.; DOCTORS, S.I.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 215.
CAREER DEVELOPMENT, COMPENSATION, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, INDUSTRIAL RELATIONS, LABOR MANAGEMENT, MANAGEMENT, MINORITIES, ORGANIZATION STRUCTURE, PROMOTION, WOMEN
EXAMINES THE OVERALL PATTERNS OF DISCRIMINATION WHICH MAY AFFECT THE LEVEL AT WHICH AN INDIVIDUAL IS HIRED, THE RATE OF WAGE INCREASE ONCE HIRED, AND THE RATE AT WHICH AN INDIVIDUAL MOVES UP THROUGH THE ORGANIZATIONAL HIERARCHY. BOTH RACE AND SEX DISCRIMINATION ARE EXAMINED.
MGMT: AMJ75MP215

1135 DISCRIMINATION, BLACKS AND THE APPRENTICESHIP TRADE PROGRAMS OCT 75
MEDOFF, MARSHALL H.
NEGRO EDUCATIONAL REVIEW:26:4:147-154
RACIAL DISCRIMINATION, NEGRO EDUCATION, APPRENTICESHIPS, TRADE AND INDUSTRIAL EDUCATION, LABOR UNIONS, BIAS, NEGROES, EMPLOYMENT PRACTICES, ADMISSION CRITERIA, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT ROLE, ECONOMIC FACTORS
DISCUSSES THE FACTORS EMPHASIZED BY THE APPRENTICESHIP ESTABLISHMENT (TRADE UNIONS AND EMPLOYERS) IN EXPLAINING THE PAUCITY OF BLACK APPRENTICES. ARGUES THAT SINCE THE LACK OF PARTICIPATION BY BLACKS IN APPRENTICESHIP PROGRAMS IS DUE PRIMARY TO DISCRIMINATION, INCREASED GOVERNMENT ACTION TO GUARANTEE BLACKS EQUAL ACCESS IN APPRENTICESHIP PROGRAMS IS NECESSARY. (AUTHOR/JM)
ERIC: EJ131864

1136 DISCUSSION 1974
HEFNER, J.A.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 302-303.
BLACKS, ECONOMICS, EDUCATION, INDUSTRIAL DEVELOPMENT, LABOR MARKET, MINORITIES, STATE GOVERNMENT
ANALYZES THE SUCCESS OR LACK OF SUCCESS OF THE SOUTH IN PROVIDING ADEQUATE EDUCATIONAL OPPORTUNITIES TO BLACKS.
MGMT: IRR7470302

1137 DISCUSSION 1974
LOURY, G.C.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 304-306.
BLACKS, DISCRIMINATION, ECONOMIC GROWTH, EMPLOYMENT, LABOR MARKET, MINORITIES, UNEMPLOYMENT, WAGES
SUMMARIZES AND ANALYZES THE PREVIOUS PAPERS ON THE BLACK LABOR MARKET.
MGMT: IRR7470304

1138 DISCUSSION 1975
KALT, J.P.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 20-22.
ECONOMIC FORECAST, ECONOMIC THEORY, ECONOMICS, GOVERNMENTAL CONTROL, INFLATION, LABOR MARKET, PRICE CONTROL, PRICE ELASTICITY, WAGES
ANY BENEFICIAL IMPACT OF WAGE AND PRICE CONTROLS WOULD PROBABLY HAVE TO COME THROUGH THEIR EFFECT ON ANTICIPATIONS. MORE ATTENTION SHOULD BE FOCUSED ON THE CAUSES OF INFLATION. THE EFFECTIVENESS OF UNEMPLOYMENT ASSISTANCE AS A STABILIZATION DEVICE HAS BEEN OVERSTATED. THE PROBABLE EFFECTS OF THE UNEMPLOYMENT COMPENSATION PROGRAM ON POLICY MAKER BEHAVIOR SHOULD BE CAREFULLY EXAMINED.
MGMT: ASA75MP020

1139 DISCUSSION (OF FORECASTING SUPPLY AND DEMAND IN LOCAL LABOR MARKETS) 1974
KAITZ, H.B.
AMERICAN STATISTICAL ASSN PROCEEDINGS OF THE BUSINESS AND ECONOMICS STATISTICS SECTION, 1974, P. 28-30.
ECONOMICS, FORECASTING, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, LOCAL GOVERNMENT, MODELING, QUANTITATIVE METHODS
PROCEEDINGS PAPERS OF LOCAL LABOR MARKETS SECTION ARE DISCUSSED, RELATED TO GOVERNMENT CONTROL AND EFFECT, AND POSSIBLE ERRORS OF SOME FORECASTING MODELS ARE EXPLORED.
MGMT: AS374S0028

1140 DISPATCHER, PETROLEUM TRANSPORT (CLERICAL) 1-18.61--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PETROLEUM INDUSTRY, TEST RELIABILITY, TEST VALIDITY, TRANSPORTATION, GATB, GENERAL APTITUDE TEST BATTERY, PETROLEUM TRANSPORT DISPATCHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR

(CONT.)
1140 COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065575

1141 DISPELLING A MISTIQUE: PRACTICAL MANAGERIAL MANPOWER PLANNING 1976
BERGER, L.A.
PERSONNEL JOURNAL, VOL.55, NO.6, JUNE 1976, P. 296-299.
EMPLOYEE FORECASTING, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT DEVELOPMENT, PERSONNEL MANAGEMENT, PLANNING
A HUMAN RESOURCE PROGRAM FOR MANAGERIAL MANPOWER PLANNING EMPHASIZES THE NEED TO SET OBJECTIVES, DETERMINE FUTURE NEEDS, DEFINE MANPOWER REQUIREMENTS AND ASSESS MANAGEMENT RESOURCES ACCORDING TO PRESENT AND FUTURE REQUIREMENTS.
MGMT: PEJ76F0296

1142 DISTRIBUTIVE EDUCATION FOR ADULTS. GUIDE FOR PART-TIME INSTRUCTORS. DISTRIBUTIVE EDUCATION SERIES, NUMBER 21. 60
KNEELAND, NATALIE ;AND OTHERS
OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
ADULT VOCATIONAL EDUCATION, DISTRIBUTIVE EDUCATION, PART TIME TEACHERS, TEACHING GUIDES, TEACHING TECHNIQUES
MATERIAL IN THIS BULLETIN WAS COLLECTED FROM MANY STATES OPERATING SUCCESSFUL ADULT DISTRIBUTIVE EDUCATION PROGRAMS. IT WAS DEVELOPED BY A TRAINING CONSULTANT WITH THE ASSISTANCE OF PROGRAM SPECIALISTS FOR DISTRIBUTIVE EDUCATION IN THE U.S. OFFICE OF EDUCATION. SUGGESTIONS TO ASSIST THE PART-TIME INSTRUCTOR INCLUDE -- (1) LEARNING ABOUT THE JOB, CLASS MEMBERS, AND STEPS IN TEACHING, (2) PLANNING WHAT AND HOW TO TEACH, (3) SELECTING AND USING VISUAL AIDS, (4) MAKING A TEACHING PLAN, (5) HOLDING THE FIRST CLASS MEETING, (6) QUESTIONING AND HANDLING CLASS RESPONSE, (7) HOLDING THE CLOSING MEETING, AND (8) EVALUATING TRAINING PERFORMANCE. THIS DOCUMENT IS AVAILABLE AS GPO NUMBER FS 5.232--82003 FOR 15 CENTS FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (PS)
ERIC: ED013889

1143 DO ECONOMISTS DISCOVER ECONOMIC LAWS OR ARE THEY PASSED BY THE CONGRESS 1976
CHALLENGE, VOL.19, NO.2, MAY-JUNE 1976, P. 3.
ECONOMIC PLANNING, ECONOMIC THEORY, ECONOMICS, FORECASTING, LEGISLATION, RECESSION, UNEMPLOYMENT
THE LOSS OF POTENTIAL INCOME AND PRODUCTION DUE TO THE LAST RECESSION HAS BEEN STAGGERING. ECONOMISTS HAVE INTERPRETED THE ECONOMY LONG ENOUGH LESS FORECASTING AND MORE PLANNING IS NEEDED TO ANSWER THE SERIOUS PROBLEMS FACING THE ECONOMY.
MGMT: CHA76E0003

1144 DO EDUCATIONAL MEASURES PREDICT VOCATIONAL SUCCESS JUN 71
COX, STEVEN G.
VOCATIONAL GUIDANCE QUARTERLY;19;4;271-273
JOB SATISFACTION, OCCUPATIONAL GUIDANCE, PERFORMANCE FACTORS, PREDICTIVE MEASUREMENT, STUDENTS, SUCCESS FACTORS, VOCATIONAL COUNSELING, YOUNG ADULTS
THE RESULTS OF THIS STUDY INDICATE LITTLE RELATIONSHIP BETWEEN ACADEMIC PREDICTOR MEASURES AND VOCATIONAL SUCCESS. THE MEASURES, HOWEVER, WERE MORE SUCCESSFUL IN PREDICTING VOCATIONAL SUCCESS FOR FEMALE STUDENTS. (AUTHOR/GG)
ERIC: EJ039252

1145 DO SCHOOLS PREPARE GOOD WORKERS VIEWS OF EMPLOYERS.
SLAWSKI, EDWARD;PACKARD, STUART
PONTIAC CITY SCHOOL DISTRICT, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 121P.; RELATED DOCUMENTS VT 103 203 AND VT 103 204 AND VT 103 255 THROUGH VT 103 258 IN THIS ISSUE.
EMPLOYER ATTITUDES, SURVEYS, SCHOOL INDUSTRY RELATIONSHIP, WORK EXPERIENCE PROGRAMS, COOPERATIVE PROGRAMS, VOCATIONAL EDUCATION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, TABLES (DATA), PONTIAC, MICHIGAN
EMPLOYERS IN THE AREA OF PONTIAC, MICHIGAN WERE SURVEYED TO DETERMINE THEIR ATTITUDES TOWARD THE VOCATIONAL AND WORK EXPERIENCE PROGRAMS IN THE PONTIAC SCHOOLS. DATA WERE COLLECTED BY MAILED QUESTIONNAIRES SUPPLEMENTED BY PERSONAL INTERVIEWS. CHAPTER I DESCRIBES THE RESEARCH METHODOLOGY AND THE CHARACTERISTICS OF THE 101 RESPONDING EMPLOYERS. CHAPTER II PRESENTS EMPLOYER RATINGS OF PONTIAC GRADUATES ON INTERPERSONAL SKILLS, COMMUNICATION SKILLS, WORK HABITS, WORK ATTITUDES, DECISIONMAKING, THE THREE RS, AND SPECIFIC JOB SKILLS. ALTHOUGH MOST EMPLOYERS SAW FORMER STUDENTS AS ABOUT AVERAGE IN PERFORMANCE AND WERE FAVORABLE OVERALL TO THE GRADUATES, FEW WERE WILLING TO OFFER STRONG ENDORSEMENTS. CHAPTER III OUTLINES EVALUATIONS OF SPECIFIC PROGRAMS BY THE EMPLOYERS INVOLVED. IN CHAPTER IV EMPLOYER INTERVIEWS PROVIDE INFORMATION PERTAINING TO WHAT EMPLOYERS PERCEIVED AS IMPORTANT WORKER QUALITIES, THE SCHOOLS ROLE IN DEVELOPING THESE QUALITIES, AND SUGGESTIONS ABOUT METHODS THE SCHOOLS MIGHT USE. RESPONSES INDICATED STRONG SUPPORT FOR COOPERATIVE PROGRAMS AND A WILLINGNESS TO TAKE PART IN

(CONT.)

1145 PROGRAM PLANNING AND DEVELOPMENT. APPENDIXES (52 PAGES) CONTAIN PROJECT-RELATED CORRESPONDENCE, SURVEY INSTRUMENTS, AND TABLES DISPLAYING EMPLOYERS RESPONSES. (NJ)
AIM/ARM: VT103257

1146 THE DOCTORAL DISSERTATION GRANT PROGRAM, REVISED. 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 13P.
AWARDS, DOCTORAL PROGRAMS, DOCTORAL THESES, EDUCATIONAL FINANCE, FEDERAL AID, FEDERAL PROGRAMS, GRANTS, HIGHER EDUCATION, MANPOWER DEVELOPMENT, PUBLICATIONS, RESEARCH, RESEARCH NEEDS, RESEARCH PROJECTS, STUDENT FINANCIAL AID, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) OF 1962 ESTABLISHED A SMALL GRANTS PROGRAM FOR THE SUPPORT OF DISSERTATION RESEARCH OF CANDIDATES FOR THE PH.D. DEGREE WHOSE TOPICS ARE RELATED TO MANPOWER. THE REPORT PRESENTS THE BUDGET DETAILS OF THE AWARDS IN 1972: TOTAL GRANT PROPOSALS SUBMITTED THE GEOGRAPHICAL DISTRIBUTION OF AWARDS: THE FIELDS OF DISCIPLINE: SPONSORS: RESEARCH TOPICS: PERSONAL INFORMATION: AND POSTGRANT ACTIVITIES OF THE RECIPIENTS. (JMF)
ERIC: ED127846

1147 DOD AND NAVY MANPOWER SUPPLY SCENARIOS THROUGH 2000 10 JUN 77
GRISSMER, DAVID W.;KIM, KWAN
MATHTECH INC BETHESDA MD
CONTRACT NO. N00014-77-C-0045
NOTES: FINAL REPT. 15 NOV 77-15 MAR 77 117P
MANPOWER, ALL VOLUNTEER, NAVAL PERSONNEL, FORECASTING, MILITARY FORCES(UNITED STATES), SCENARIOS, YEAR 2000, ALL VOLUNTEER MILITARY SERVICES, NTISDODXA
THIS REPORT PROVIDES PROJECTIONS OF HIGH QUALITY NAVY MALE ACCESSIONS IN AN ALL VOLUNTEER ENVIRONMENT UNDER VARIOUS POPULATION AND ECONOMIC SCENARIOS THROUGH THE YEAR 2000. THE WORK WAS UNDERTAKEN IN ORDER TO PROVIDE LONG-RANGE NAVAL PLANNERS WITH A SET OF FEASIBLE MANPOWER SCENARIOS FOR A 25-YEAR TIME FRAME. THE PROJECTIONS ARE MADE FOR A RANGE OF YOUTH EMPLOYMENT AND FERTILITY RATE ASSUMPTIONS. THE RESULTS ARE BASED ON A MODEL OF ENLISTMENT BEHAVIOR DEVELOPED USING DATA FROM 1970-1976. IT SHOULD THUS BE EMPHASIZED THAT WHAT WAS PRODUCED WAS NOT A PROJECTION OF WHAT WILL PROBABLY HAPPEN, BUT ONLY AN ESTIMATE OF A RANGE OF POSSIBLE MANPOWER SCENARIOS. THE RESULTS SHOW THAT DECLINES IN HIGH QUALITY ENLISTMENTS DUE TO POPULATION DECLINE AND ECONOMIC CONDITIONS COULD LEND TO SEVERE MANPOWER SHORTFALLS IF PRESENT MANPOWER POLICIES WERE NOT ALTERED. (AUTHOR)
NTIS: AD-A044 956/3ST NTIS PRICES MF A01

1148 DOES AID FOR THE JOBLESS CREATE MORE JOBLESS 1975
BUSINESS WEEK, NO.2407, NOV 17, 1975, P. 142-148.
ECONOMICS, EMPLOYEE BENEFITS, EMPLOYEE COMPENSATION, INCENTIVES, INCOME TAX, INSURANCE, INVENTORY MANAGEMENT, JOB ANALYSIS, JOB DEVELOPMENT, LABOR MARKET, LAYOFF, MARKET DEMAND, PAYROLL, RECESSION, SOCIAL ISSUES, STEEL INDUSTRY, TAXATION, UNEMPLOYMENT
UNEMPLOYMENT INSURANCE IS FELT BY SOME TO CONTRIBUTE TO JOBLESSNESS AS THE TAX-FREE BENEFIT MAY REPLACE UP TO 100% OF THE LOST WAGE, CAUSING LONGER SEARCHES FOR NEW JOBS WITH HIGHER PAY TO OFFSET ONLY A SMALL LOSS OF INCOME DURING THE SEARCH. TEMPORARY LAYOFFS, CLAIMS HARVARD ECONOMIST MARVIN FELDSTEIN, ARE ENCOURAGED BY THE UNEMPLOYMENT TAX SYSTEM ON EMPLOYERS, AND UNEMPLOYMENT IS INCREASED.
MGMT: BWE75N1702

1149 DOES THE CONTRACT COMPLIANCE PROGRAM WORK. AN ANALYSIS OF CHICAGO DATA 1976
HECKMAN, J.J.; WOLPIN, K.I.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.29, NO.4, JULY 1976, P. 544-564.
AFFIRMATIVE ACTION, ECONOMICS, EMPLOYMENT POLICY, FEDERAL GOVERNMENT, GOVERNMENT AGENCY, GOVERNMENT CONTRACTS, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LAW, MICROECONOMICS, MINORITIES, MULTIPLE REGRESSION
PART OF A SYMPOSIUM EVALUATING THE FEDERAL CONTRACT COMPLIANCE PROGRAM. ANALYSIS OF 1970-73 DATA IN THE CHICAGO SMSA SHOWS STATISTICALLY SIGNIFICANT AFFIRMATIVE ACTION EFFECTS OF GOVERNMENT CONTRACT STATUS ON THE PROPORTIONATE EMPLOYMENT OF BLACK MALES AND OTHER MINORITIES, BUT THESE GAINS ARE LARGELY LIMITED TO BLUE-COLLAR JOBS. CONTRACT COMPLIANCE REVIEWS BY GOVERNMENT AGENCIES APPEAR TO HAVE LITTLE IMPACT ON MINORITY STATUS.
MGMT: ILR7690544

1150 DOES YOUR COMPANY PRACTICE AFFIRMATIVE ACTION IN ITS COMMUNICATIONS 1976
DEUTSCH, A.R.
HARVARD BUSINESS REVIEW, VOL.54, NO.6, NOV-DEC 1976, P. 164.
ADVERTISING, AFFIRMATIVE ACTION, COMMUNICATION IN ORGANIZATIONS, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, MANAGEMENT FUNCTIONS, MINORITIES IN BUSINESS, RECRUITMENT, WOMEN IN BUSINESS
AFFIRMATIVE ACTION POLICIES SHOULD BE CONSIDERED IN BOTH INTERNAL AND EXTERNAL ASPECTS OF CORPORATE COMMUNICATION, IN LANGUAGE USE AS TO HE OR SHE, CONTENT, AND GRAPHICS INCLUDING WOMEN IN NON-STEREOTYPED ROLES. COMMUNICATIONS SHOULD ALL APPEAR TO BE DIRECTED TO HETEROGENEOUS AUDIENCES.
MGMT: HBR76K0016

1151 DOFFER (TEXTILE) 6-19.166--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, DOFFER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED070771

1152 DOLLARS AND SENSE EMPLOYER-SUPPORTED CHILD CARE. A STUDY ON CHILD CARE NEEDS, AND THE REALITIES OF EMPLOYER-SUPPORT. 76
DOUGLAS, JANE I., ED.
NEVADA STATE DEPT. OF HUMAN RESOURCES, CARSON CITY. OFFICE OF CHILD DEVELOPMENT (DHEW), WASHINGTON, D.C.
GRANT NO. OCD-G-90-C-94
NOTES: 359P.
ACCREDITATION (INSTITUTIONS), ADMINISTRATOR EVALUATION, AFFIRMATIVE ACTION, CHILD CARE, CHILD CARE WORKERS, CREDENTIALS, DAY CARE SERVICES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EQUAL OPPORTUNITIES (JOBS), FEDERAL LEGISLATION, FINANCIAL SUPPORT, GOVERNMENT EMPLOYEES, LABOR UNIONS, PERFORMANCE CRITERIA, PRESCHOOL EDUCATION, QUESTIONNAIRES, SOCIAL RESPONSIBILITY, SURVEYS, TEACHER EVALUATION, WORKING PARENTS, WORKING WOMEN, NEVADA
THIS REPORT BRIEFLY DISCUSSES PRESENT RATIONALES, FUTURE PROSPECTS, AND METHODS AND PROCEDURES INVOLVED IN EMPLOYER SUPPORT OF CHILD CARE. IT IS BASED ON A STUDY WHICH WAS INTENDED TO TEST THE FEASIBILITY OF PROVIDING CHILD CARE AND YOUTH PROGRAMS, THROUGH A SYSTEM DESIGN, FOR EMPLOYEES OF RESORT HOTELS AND THE PRIMARY LABOR UNION INVOLVED WITH THE HOTELS. A STATE-WIDE SURVEY OF CHILD CARE NEEDS IN NEVADA WAS CONDUCTED FOLLOWED BY A SPECIAL STUDY OF CLARK COUNTY, WHICH HAS 56(OF THE STATES CHILD POPULATION. IN ADDITION, MEMBERS OF THE CULINARY UNION IN LAS VEGAS AND RENO WERE SURVEYED AS TO THEIR NEEDS AND ATTITUDES TOWARD CHILD CARE. A SYSTEM WAS DEVELOPED FOR MEASURING THE QUALITY OF CHILD CARE FACILITIES AND THE COMPETENCE OF CAREGIVERS. ALSO, A STUDY WAS MADE OF CURRENT PROGRAMS OF EMPLOYER-SUPPORTED CHILD CARE THROUGHOUT THE UNITED STATES. EXAMPLES OF SUCH PROGRAMS ARE DESCRIBED, AND FEDERAL GOVERNMENT POLICIES WHICH PROMOTE INDUSTRIAL CHILD CARE ARE DISCUSSED. LENGTHY APPENDICES, WHICH MAKE UP THE BULK OF THE DOCUMENT, INCLUDE (1) DETAILED REPORTS OF THE SURVEY OF UNION MEMBERS AND THE SURVEY OF THE CLARK COUNTY GENERAL POPULATION, AS WELL AS A BRIEF COMPARISON OF THE TWO SURVEYS: AND (2) AN EXTENSIVE DRAFT OF A VOLUNTARY ACCREDITATION SYSTEM PROPOSED FOR THE STATE OF NEVADA WHICH CONSISTS OF SEPARATE PROCEDURAL MANUALS FOR ACCREDITING CHILD CARE FACILITIES AND CREDENTIALING STAFF MEMBERS WHO SERVE AS DIRECTORS, CAREGIVERS, OR JOINT DIRECTOR/CAREGIVERS. (BF)
ERIC: ED129417

1153 DONT OVERLOOK YOUR FEMALE MEMBERS 1977
MCCLOSKEY, N.L.
ASSOCIATION MANAGEMENT VOL.29, NO.3, MARCH 1977, P. 42-43.
AFFIRMATIVE ACTION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
ASSOCIATIONS SHOULD RE-EVALUATE THEIR PROGRAMS AND PHILOSOPHIES TO INCLUDE MORE PARTICIPATION BY WOMEN IN THEIR PROFESSIONS. BY IGNORING THE GROWING NUMBER OF WOMEN IN THE WORK FORCE, PROFESSIONS AND THEIR ASSOCIATIONS ARE HURTING THEMSELVES ECONOMICALLY.
MGMT: ASM770042

1154 DOWN THE UP STAIRCASE A STUDY OF NEW CAREERS DROPOUTS. JUN 69
LARSON, PATRICIA:AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS. GENERAL COLLEGE.
NOTES: 65P.
ACADEMIC ACHIEVEMENT, ADULT DROPOUTS, AGE DIFFERENCES, DROPOUT CHARACTERISTICS, EDUCATIONAL BACKGROUND, FAMILY STATUS, FEMALES, HUMAN SERVICES, INVESTIGATIONS, MALES, MANPOWER DEVELOPMENT, MARITAL STATUS, PARTICIPATION, RACE, RECRUITMENT, SELF CONCEPT, SOCIOECONOMIC STATUS, SUBPROFESSIONALS, WORK EXPERIENCE, NEW CAREERS
USING A SAMPLE OF 105 PERSONS WHO HAD LEFT THE MINNEAPOLIS NEW CAREERS PROGRAM (COMBINED WORK AND HIGHER EDUCATION), THIS STUDY SOUGHT TO PREDICT WHO DROPS OUT OF THIS TYPE OF PROGRAM AND TO MAKE RECOMMENDATIONS FOR RECRUITMENT PROCEDURES. THE SELF-CONCEPT QUESTIONNAIRE AND AN INVENTORY OF WORK INTERESTS OR NEEDS WERE ADMINISTERED, BUT FAILED TO SHOW SIGNIFICANT ABILITY TO PREDICT WHO SHOULD OR SHOULD NOT BE RECRUITED. A MOBILITY SCALE WAS ALSO ADMINISTERED. YOUNGER MEN (IN THEIR TWENTIES), SEPARATED OR DIVORCED

(CONT.)

1154 PERSONS, AND NONWHITES WERE MORE LIKELY THAN THEIR COUNTERPARTS TO DROP OUT. DROPOUTS ALSO TENDED TO HAVE FEWER CHILDREN, TO BE HIGH SCHOOL GRADUATES, AND TO HAVE BEEN EMPLOYED IN UNSKILLED JOBS OR UNEMPLOYED BEFORE JOINING THE PROGRAM. ILLNESS, FAMILY OR LEGAL PROBLEMS, UNMET NEEDS IN THE WORK OR EDUCATIONAL SITUATION, AND PROBLEMS OF RECRUITMENT AND PLACEMENT WERE AMONG THE CHIEF REASONS EXPRESSED FOR DROPPING OUT. (THE DOCUMENT INCLUDES 12 TABLES AND AN EVALUATION OF THE NEW CAREERS PARTICIPANTS AS STUDENTS.) (LY)
ERIC: ED037647

1155 DR. DOLITTLES ECONOMICS 1975
FARMER, R.N.
BUSINESS HORIZONS, VOL.18, NO.4, AUG 1975, P. 11-15.
CONSERVATION, ECONOMICS, ENERGY, GNP, LABOR MARKET, OIL, OPEC, PRICE, QUALITY OF LIFE, UNEMPLOYMENT
THE DESIRES FOR CHEAPER OIL AND HIGHER REAL INCOMES AMONG AMERICANS ARE NOT COMPATIBLE. WE NEED TO PUSH GNP UP RAPIDLY WHILE GETTING OIL PRICE DOWN AND CUTTING ENERGY COSTS.
MGMT: BH075H0011

1156 A DRACONIAN CURE FOR CHILES ECONOMIC ILLS 1976
BUSINESS WEEK, NO.2414, JAN 12, 1976, P. 70-72.
CAPITAL MARKETS, CHILE, ECONOMIC PLANNING, ECONOMIC THEORY, ECONOMICS, EMPLOYMENT POLICY, GOVERNMENT POLICY, GOVERNMENT SPENDING, INFLATION, INVESTMENT, LABOR RELATIONS, LESS DEVELOPED COUNTRY, PRODUCTIVITY, UNEMPLOYMENT
POLITICAL AND SOCIAL IMPLICATIONS SHOULD BE CONSIDERED IN ECONOMIC ADVICE WHEN GIVEN BY AMERICANS ADVISING REPRESSIVE REGIMES. CHILES MILITARY JUNTA HIRED MILTON FRIEDMAN AND ARNOLD HARBERGER FOR ADVICE, AND SINCE THEIR RETURN, ECONOMIC, POLITICAL AND ETHICAL ISSUES HAVE PURSUED THEM.
MGMT: BWE76A1270

1157 DRAFTER, CIVIL (PROFESS. & KIN.) 005.281. TECHNICAL REPORT ON DEVELOPMENT OF USES SPECIFIC APTITUDE TEST BATTERY. OCT 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 39P.
APTITUDE TESTS, CRITERIA, CUTTING SCORES, DRAFTSMEN, EMPLOYMENT QUALIFICATIONS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, JOB TRAINING, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PERSONNEL SELECTION, TEST RELIABILITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (RC)
ERIC: ED103489

1158 DRAFTSMAN, ARCHITECTURAL (PROFESS. & KIN.) 001.281: DRAFTSMAN, CIVIL (PROFESS. & KIN.) 005.281: DRAFTSMAN GEOLOGICAL (PETROL. PRODUCTION) 010.281: DRAFTSMAN, MECHANICAL (PROFESS. & KIN.) 007.281: DRAFTSMAN, STRUCTURAL (PROFESS. & KIN.) 005.281: DETAILER (PROFESS. & KIN.) 017.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 39P.
APTITUDE TESTS, CUTTING SCORES, DRAFTSMEN, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TECHNICAL OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, DETAILERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEATERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED065612

1159 THE DRAPER E+D PROJECT. FINAL REPORT. AUG 68
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 249P.
CORRECTIONAL EDUCATION, CORRECTIVE INSTITUTIONS, CRIMINALS, EXPERIMENTAL PROGRAMS, MANPOWER DEVELOPMENT, REHABILITATION
AS DID LORTON AND RIKERS ISLAND. THE DRAPER EDUCATION AND DEVELOPMENT (E+D) PROJECT DEMONSTRATED THE FEASIBILITY OF OPERATING A MANPOWER TRAINING PROGRAM IN A CORRECTIONAL SETTING. HOWEVER, IT WAS DEMONSTRATED THAT EDUCATION AND TRAINING PER SE ARE NOT ENOUGH TO EFFECT THE BROAD CHANGES IN INMATES REQUIRED FOR SUCCESSFUL SOCIAL ADJUSTMENT. THE PROJECT ALSO DEMONSTRATED THAT A REGULAR FREE-WORLD MANPOWER PROGRAM SHOULD NOT BE SIMPLY TRANSPLANTED. PRISONERS ARE A SPECIAL GROUP OF DISADVANTAGED PERSONS; PRISONS ARE UNIQUE SOCIAL INSTITUTIONS. EXPERIENCES IN THE DRAPER PROJECT SHOW THAT SUCCESSFUL IMPLEMENTATION OF A MANPOWER DEVELOPMENT AND TRAINING (MDT) PROGRAM IN A STATE INSTITUTION IS CONTINGENT UPON (A) INSTITUTIONAL ATTITUDE; (B) STRONG SUPPORT OF CORRECTIONAL MANAGEMENT; (C) EFFECTIVE AGENCY COORDINATION; (D) STAFF TRAINING, DEVELOPMENT, AND FLEXIBILITY; AND (E) EFFECTIVE PUBLIC RELATIONS. THIS VOLUME OF THE FINAL REPORT ON THE DRAPER E+D PROJECT IS WRITTEN FROM AN HISTORICAL VIEWPOINT IN AN ATTEMPT TO SYNTHESIZE THE EXPERIENCES WHICH HAVE SHAPED OUR THINKING. A SUMMARY OF RECOMMENDATIONS IS FOUND IN THE FINAL SECTION. (AUTHOR)
ERIC: ED023142

1160 DRESSMAKER 4-25.030 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEWING MACHINE OPERATORS, TEST RELIABILITY, TEST VALIDITY, DRESSMAKER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TEST S WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060098

1161 THE DROP-OUT AND THE WISCONSIN APPRENTICESHIP PROGRAM A DESCRIPTIVE AND ECONOMETRIC ANALYSIS. 72
BAROCCI, THOMAS A.
NOTES: 333P.; PH.D. DISSERTATION, WISCONSIN UNIVERSITY
ADULT VOCATIONAL EDUCATION, APPRENTICESHIPS, DATA ANALYSIS, DOCTORAL THESES, DROPOUT CHARACTERISTICS, ECONOMIC FACTORS, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER UTILIZATION, MATHEMATICAL MODELS, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, SUCCESS FACTORS, TABLES (DATA), VOCATIONAL DEVELOPMENT, ECONOMETRIC ANALYSIS, WISCONSIN
THE REPORT IS BASED ON THE RESULTS OF A MAIL QUESTIONNAIRE SENT TO A SAMPLE OF THE TOTAL POPULATION OF PERSONS INVOLVED IN THE REGISTERED APPRENTICESHIP PROGRAM IN WISCONSIN DURING THE YEARS 1965-1970. THE RETURNED QUESTIONNAIRES CONSISTED OF APPROXIMATELY THE SAME NUMBER OF DROPOUTS AND COMPLETERS. THESE TWO GROUPS WERE COMPARED THROUGHOUT THE REPORT. THE REPORT CONTAINS (1) A REVIEW OF THE LITERATURE ON APPRENTICESHIP WITH SPECIAL EMPHASIS ON THE SYSTEM IN WISCONSIN AND THE DROPOUT, (2) AN EXTENSIVE METHODOLOGY SECTION WHICH SHOWS THE DEVELOPMENT OF THE MODEL EMPLOYED TO PREDICT SUCCESS IN APPRENTICESHIP PROGRAMS, (3) A DESCRIPTIVE ANALYSIS OF THE PERSONAL, OCCUPATIONAL, PRE-APPRENTICESHIP, POST-APPRENTICESHIP INCOME AND ATTITUDES OF THE FORMER APPRENTICES, AND (4) MODELS PREDICTING SUCCESS AND POST-APPRENTICESHIP INCOME. (AUTHOR)
ERIC: ED070860 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-210-935, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

1162 DROPOUTS PREVENTION AND REHABILITATION. SCHOOLS RESCUE POTENTIAL FAILURES. EDUCATION U.S.A. SPECIAL REPORT. 72
HOWARD, BILL
NATIONAL SCHOOL PUBLIC RELATIONS ASSOCIATION, WASHINGTON, D.C.
NOTES: 59P.
ADULT EDUCATION, CAREER EDUCATION, CONTINUATION EDUCATION, DROPOUT PREVENTION, DROPOUT PROGRAMS, DROPOUT RATE, DROPOUT REHABILITATION, DROPOUT RESEARCH, EMPLOYMENT EXPERIENCE, EMPLOYMENT OPPORTUNITIES, STUDENT MOTIVATION, VOCATIONAL DEVELOPMENT, WORK STUDY PROGRAMS, RAPID LEARNING CENTERS, TEENAGE MOTHERS, TEXARKANA
IN THIS REPORT ARE DESCRIBED SOME CURRENT PROGRAMS AIMED AT DROPOUT PREVENTION. THE REPORT FOCUSES ON PROGRAMS THAT APPEAR TO BE YIELDING RESULTS AND THAT LEND THEMSELVES TO ADAPTATION BY OTHER SCHOOLS. THE DISCUSSION COMPRISES (1) NEW APPROACHES TO DROPOUT PREVENTION, (2) STUDENT MOTIVATION PROJECTS, (3) WORK-STUDY PROJECTS, (4) SCHOOLING FOR TEENAGE MOTHERS, (5) CONTINUATION EDUCATION, (6) DROPOUT REHABILITATION, (7) EXPANDING

(CONT.)
1162 ADULT EDUCATION, AND (8) TEXARKANAS RAPID LEARNING CENTERS. (JF)
EPIC: ED065931 NATIONAL SCHOOL PUBLIC RELATIONS ASSOCIATION, 1201 SIXTEENTH STREET, N.W., WASHINGTON, D.C. 20036 (STOCK 411-12826, $4.00, QUANTITY DISCOUNTS)

1163 DROPOUTS FROM NURSING EDUCATION WHO THEY ARE AND WHAT HAPPENS TO THEM. 74
MILLER, MICHAEL H.
NOTES: 22P.; PAPER PRESENTED AT ANNUAL MEETING OF THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (CHICAGO, ILLINOIS, APRIL 15-19, 1974)
CAREER CHANGE, CAREER CHOICE, DROPOUT ATTITUDES, DROPOUT CHARACTERISTICS, DROPOUTS, MEDICAL EDUCATION, NURSING, STUDENT ALIENATION, TENNESSEE
LITTLE DEFINITIVE DATA EXIST ABOUT WHAT HAPPENS TO THE LARGE NUMBERS OF STUDENTS WHO DROP OUT OF NURSING PROGRAMS. THIS STUDY EXAMINED THE REASONS FOR WITHDRAWAL, LEVEL OF ALIENATION, AND ALTERNATIVE CAREER CHOICES OF 140 FIRST YEAR DROPOUTS FROM SIX NURSING PROGRAMS IN TENNESSEE. THE RESULTS SHOW THAT THE DROPOUTS ARE NOT ALIENATED FROM NURSING. IN FACT, THE MAJORITY RETAINED A HIGH INTEREST IN THE PROFESSION. OVER ONE QUARTER OF THE DROPOUTS RETURNED TO A NURSING PROGRAM WITHIN ONE YEAR OF THEIR WITHDRAWAL WHILE ANOTHER 25 PERCENT ENTERED A NON-NURSING COLLEGE PROGRAM. THOSE WORKING WERE LIKELY TO CHOOSE A POSITION IN THE MEDICAL MILEAU. MOST DROPOUTS WITHDREW BECAUSE OF PERSONAL PROBLEMS, NOT ACADEMIC DIFFICULTY. ONLY A SMALL PORTION LEFT BECAUSE THEY DISLIKED NURSING. THE DROPOUTS ALTERNATIVE CAREER CHOICES APPEAR MORE RELATED TO THE TYPE OF NURSING PROGRAM THEY WERE ENROLLED IN THAN THEIR REASONS FOR DROPPING OUT. (AUTHOR)
EPIC: ED092666 DR. MICHAEL H. MILLER, SCHOOL OF NURSING, VANDERBILT UNIVERSITY, NASHVILLE, TENNESSEE

1164 DROPOUTS WHO RETURN TO TRAINING WITH AND WITHOUT CONTACTS MAR 72
KIRCHNER, WAYNE K.;LUCAS, JUNE A.
VOCATIONAL GUIDANCE QUARTERLY;20;3;217-19
DROPOUTS, EDUCATIONALLY DISADVANTAGED, FOLLOWUP STUDIES, JOB TRAINING, MANPOWER DEVELOPMENT, MOTIVATION, OCCUPATIONAL GUIDANCE, RETRAINING
EPIC: EJ053570

1165 THE DRUDGE IS DEAD 1976
HEALY, J.
MBA: MASTER IN BUSINESS ADMINISTRATION, VOL.10, NO.10, 1976, P. 20, 48, 50, 52, 55-56, 58.
ACCOUNTING, BUSINESS SCHOOLS, CAREER DEVELOPMENT, CPA, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, MBA, RECRUITMENT, SALES VOLUME, TRAINING AND DEVELOPMENT, WOMEN
SPURRED BY DEMAND CREATED BY THE GOVERNMENT REGULATORY AGENCIES, THE PUBLIC ACCOUNTING INDUSTRY IS BOOMING. ITS NEED FOR LABOR IS MATCHED BY AN OUTPOURING OF ACCOUNTING GRADUATES FROM COLLEGES AND GRADUATE BUSINESS SCHOOLS. THOUGH B.A.S REMAIN IN DEMAND, MBAS ARE ACTIVELY RECRUITED BY THE BIG FIRMS AND GAVE BRIGHT CAREER FUTURES AS INDEPENDENT CONSULTANTS. IN FACT, MANY ACCOUNTING FIRMS STILL HAVE SUCH RIGID PROMOTION POLICIES THAT THE MOST AMBITIOUS RECRUITS MOVE INTO INDUSTRY AFTER A BRIEF APPRENTICESHIP.
MGMT: MBA76K0020

1166 DUAL CAREERS A LONGITUDINAL ANALYSIS OF THE LABOR MARKET EXPERIENCE OF WOMEN. VOLUME FOUR. DEC 75
PARNES, HERBERT S.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 329P.
CAREER OPPORTUNITIES, EMPLOYMENT, FEMALES, LABOR FORCE, LABOR MARKET, NATIONAL SURVEYS, STATUS, WORK EXPERIENCE, WORKING PARENTS, WORKING WOMEN
THIS PAPER IS PART OF A LARGER PROJECT DEALING WITH NATIONAL LONGITUDINAL SURVEYS (NLS) OF LABOR MARKET EXPERIENCE. THIS VOLUME IS BASED ON THE SAMPLE OF OLDER WOMEN (AGED 30-44 AT THE BEGINNING OF THE STUDY). IT CONSISTS OF A SERIES OF RESEARCH PAPERS ON TOPICS THAT ARE CONCEIVED TO BE IMPORTANT IN UNDERSTANDING THE LABOR MARKET EXPERIENCE AND STATUS OF WOMEN IN THEIR THIRTIES AND FORTIES. THE PAPER DEALS WITH SUCH ISSUES AS CURRENT LABOR FORCE STATUS OF VARIOUS CATEGORIES OF WOMEN AND ITS RELATIONSHIP TO THE EXTENT OF THEIR LIFETIME PARTICIPATION; AN ANALYSIS OF THE SAMPLES LIFETIME WORK HISTORIES BY FOCUSING ON CAREER ORIENTATION AND OCCUPATIONAL STATUS; THE DETERMINANTS OF AVERAGE HOURLY EARNINGS OF WAGE-EARNING AND SALARIED WOMEN; QUESTIONS OF CHILD CARE ARRANGEMENTS AND THE NEEDS OF WOMEN WITH PRESCHOOL CHILDREN; AND DIFFERENT ASPECTS OF THE MOBILITY OF WOMEN. (NG)
ERIC: ED124812

1167 DUAL CAREERS A LONGITUDINAL STUDY OF LABOR MARKET EXPERIENCE OF WOMEN. VOLUME ONE. MAY 70
SHEA, JOHN R.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 288P.
EMPLOYMENT OPPORTUNITIES, FAMILY BACKGROUND, LABOR MARKET, LONGITUDINAL STUDIES, MOTHER ATTITUDES, OCCUPATIONAL MOBILITY, SOCIOECONOMIC INFLUENCES, WORK ATTITUDES, WORKING WOMEN
THIS REPORT DESCRIBES THE INITIAL STAGE OF A 5-YEAR LONGITUDINAL STUDY OF THE LABOR

(CONT.)
1167 MARKET BEHAVIOR OF WOMEN BETWEEN 30 AND 44 YEARS OF AGE. SINCE 1967, PERSONAL INTERVIEWS AND QUESTIONNAIRES HAVE BEEN USED TO GATHER DATA RELATING WORK EXPERIENCES TO VARIOUS SOCIAL, ECONOMIC, AND PSYCHOLOGICAL FACTORS FOR A REPRESENTATIVE NATIONAL SAMPLE. THE SAMPLE CONSISTS OF 5,083 INDIVIDUALS, OF WHOM 3,456 ARE WHITE. THIS REPORT INCLUDES BACKGROUND INFORMATION, LABOR FORCE PARTICIPATION AND EMPLOYMENT PATTERNS, OCCUPATIONAL AND GEOGRAPHIC MOBILITY, AND WORK ATTITUDES OF THE WOMEN IN THE SAMPLE AS COLLECTED IN MID-1967. IN SUBSEQUENT SURVEYS, DETAILED INFORMATION WILL BE OBTAINED ON CURRENT LABOR FORCE AND EMPLOYMENT STATUS AND ON LABOR MARKET EXPERIENCE AND INCOME DURING THE PERIOD SINCE EACH PRECEDING SURVEY. IN THIS WAY A COMPLETE 5-YEAR WORK HISTORY WILL BE COLLECTED, INCLUDING A RECORD OF CHANGES IN VARIABLES BELIEVED TO INFLUENCE LABOR MARKET DECISIONS. (BH)
ERIC: ED043755

1168 DUAL CAREERS A LONGITUDINAL STUDY OF LABOR MARKET EXPERIENCE OF WOMEN. VOLUME TWO. SEP 72
KIM, SOOKON;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 131P.
ADULTS, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, FAMILY ATTITUDES, FEMALES, HEALTH CONDITIONS, HUMAN RESOURCES, JOB SATISFACTION, LABOR MARKET, LABOR SUPPLY, LABOR TURNOVER, LONGITUDINAL STUDIES, PARTICIPANT CHARACTERISTICS, PREDICTOR VARIABLES, RACIAL FACTORS, TABLES (DATA), VOCATIONAL DEVELOPMENT, WORK EXPERIENCE, DUAL CAREERS, LABOR FORCE PARTICIPATION
AS THE SECOND REPORT ON A COHORT OF 5,083 WOMEN BETWEEN 32 AND 46 YEARS OF AGE WHO WERE FIRST INTERVIEWED IN MID-1967, CONTACTED BY MAIL IN 1969, AND REINTERVIEWED FOR THE FIRST TIME IN 1969, THREE TOPICS ARE CONSIDERED IN THIS LONGITUDINAL STUDY (1) CHANGES IN LABOR FORCE PARTICIPATION, (2) INTERFIRM MOBILITY, AND (3) CHANGES IN JOB SATISFACTION AND IN RATE OF PAY. EMPHASIZED ARE POSSIBLE IMPLICATIONS FOR PUBLIC POLICY AND FOR THE WAY IN WHICH THE LABOR MARKET BEHAVIOR OF ADULT WOMEN IS VIEWED. THE LABOR FORCE PARTICIPATION RATE OF WHITE WOMEN IN THE GROUP INCREASED FROM 47.4 TO 51.0 PERCENT, WHILE THE RATE FOR BLACK WOMEN REMAINED STEADY AT 67.4 PERCENT. THERE WAS A DECREASE OF 11 PERCENTAGE POINTS IN LABOR FORCE PARTICIPATION BY WHITE WOMEN WITH NO CHILDREN UNDER THE AGE OF SIX IN 1967 BUT WITH AT LEAST ONE CHILD UNDER SIX IN 1969, WHICH SHOWS THE DETERRENT EFFECT OF YOUNG CHILDREN ON MOTHERS LABOR FORCE PARTICIPATION. A FAVORABLE DEMAND FOR WELL-TRAINED WOMEN IS REFLECTED IN POSITIVE RELATIONSHIPS BETWEEN THE LABOR FORCE PARTICIPATION RATE, RATE OF PAY, AND EDUCATIONAL ATTAINMENT. HEALTH, MARITAL STATUS, AND JOB SATISFACTION ARE OTHER VARIABLES CONSIDERED. FACTORS ASSOCIATED WITH THE JOB CHANGES OF ABOUT 20 PERCENT OF THE WHITE WOMEN AND 25 PERCENT OF THE BLACK WOMEN FROM 1967 TO 1969 ARE DISCUSSED. VARIOUS TABLES PRESENT THE DATA, AND A WIDE RANGE OF RESOURCE MATERIALS IS APPENDED. (VOLUME I IS AVAILABLE AS ED 043 755). (AG)
ERIC: ED068713

1169 DUAL CAREERS A LONGITUDINAL STUDY OF LABOR MARKET EXPERIENCE OF WOMEN. VOLUME 3. FEB 75
JUSENIUS, CAROL L.;SHORTLIDGE, ROBERT L., JR.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 187P.; FOR RELATED DOCUMENTS, SEE ED 043 755, AND 068 713
BEHAVIOR, CHILD CARE, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, FEMALES, LABOR MARKET, LONGITUDINAL STUDIES, RESEARCH PROJECTS, SOCIAL CHANGE
THIS VOLUME IS THE THIRD IN A SERIES BASED ON A NATIONAL SAMPLE OF WOMEN WHO WERE 30-44 YEARS OF AGE WHEN THEY FIRST INTERVIEWED IN MID-1967. THE DATA FOR THIS THIRD REPORT WERE DERIVED FROM PERSONAL INTERVIEWS CONDUCTED IN THE SUMMER OF 1971. THE REPORT FOCUSES ON TWO PROBLEMS WHICH WOMEN IN THE LABOR FORCE ARE LIKELY TO ENCOUNTER, THE FIRST BEING THE CHANGING OCCUPATIONAL DISTRIBUTION OF WOMEN. THE AUTHORS EXAMINED, FOR THE TIME SPAN 1967 TO 1971, THE EXTENT TO WHICH WOMEN LEFT (OR ENTERED) OCCUPATIONS WHICH SOCIETY VIEWED AS ACCEPTABLE FOR THEM, AS WELL AS THE RELATIONSHIP BETWEEN TYPE OF OCCUPATION AND SELECTED SOCIOECONOMIC VARIABLES. THE SECOND PROBLEM EXAMINED IS THE CHANGING DEMAND FOR CHILD CARE FACILITIES. THE REPORT REVIEWS CHANGES WHICH OCCURRED BETWEEN 1965 AND 1971 IN THE UTILIZATION OF DIFFERENT TYPES OF CHILD CARE ARRANGEMENTS. (AUTHOR/PC)
ERIC: ED108053

1170 DUAL ENROLLMENT AS AN OPERATING ENGINEER APPRENTICE AND AN ASSOCIATE DEGREE CANDIDATE. FINAL REPORT. 31 DEC 75
INTERNATIONAL UNION OF OPERATING ENGINEERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-11-73-12
NOTES: 117P.
APPRENTICESHIPS, ASSOCIATE DEGREES, CONSTRUCTION INDUSTRY, COOPERATIVE PROGRAMS, CURRICULUM, DEGREE REQUIREMENTS, DUAL ENROLLMENT, EMPLOYMENT, HIGHER EDUCATION, JUNIOR COLLEGES, LABOR, LABOR EDUCATION, LABOR UNIONS, MANPOWER UTILIZATION, OPERATING ENGINEERING, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, OPERATING ENGINEERS DUAL ENROLLMENT PROGRAM
THE OPERATING ENGINEERS DUAL ENROLLMENT PROGRAM COMBINES TRADE UNION APPRENTICESHIP WITH COLLEGE STUDY. YOUNG PERSONS ARE DUALLY-ENROLLED BY MEETING BOTH THE REQUIREMENTS FOR INDENTURE AS AN APPRENTICE AND MATRICULATION AS AN ASSOCIATE DEGREE CANDIDATE.

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1170 APPRENTICES MAY RECEIVE COLLEGE CREDIT FOR APPRENTICESHIP-RELATED TRAINING CLASSES AND FOR SUPERVISED WORK EXPERIENCE, AMOUNTING TO ONE-HALF TO THREE-FOURTHS OF THE CREDITS NEEDED FOR AN ASSOCIATE DEGREE. AN ADVISORY COMMITTEE WAS ESTABLISHED TO ASSESS AND GUIDE THE ACTIVITIES OF THE PROGRAM. MODEL CURRICULUMS FOR DUALLY-ENROLLED APPRENTICES WERE FORMULATED, AND TWO SUCCESSFUL TYPES OF DUAL ENROLLMENT PROGRAMS (LOCAL AND REGIONAL) WERE INITIATED, SERVING OVER 2,300 APPRENTICE OPERATING ENGINEERS. DATA ON CURRENT PROGRAMS AND APPRENTICES WERE COLLECTED TO PROVIDE AN ONGOING ASSESSMENT OF PROGRESS. LINKAGES BETWEEN ASSOCIATE DEGREE PROGRAMS AND 4-YEAR DEGREE PROGRAMS WERE INITIATED AND ARE BEING FURTHER DEVELOPED. THE PROGRAM WILL BE CONTINUED UNDER THE SPONSORSHIP OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS. THE BODY OF THE REPORT INCLUDES (1) DESCRIPTION OF OBJECTIVES AND METHODOLOGY OF THE PROJECT, (2) DESCRIPTIONS OF PROGRAM DEVELOPMENT, CURRICULUMS, AND PROBLEMS IN THE VARIOUS LOCAL PROGRAMS AND IN A REGIONAL PROGRAM ESTABLISHED IN COOPERATION WITH DICKINSON STATE COLLEGE, NORTH DAKOTA, (3) DISCUSSION OF RESULTS IN TERMS OF ENROLLEES AND ASSESSMENT BY UNIONS, CONTRACTORS, AND COLLEGES, AND (4) RECOMMENDATIONS FOR THE FUTURE OF THE PROGRAM. APPENDIXES (HALF OF THE REPORT) INCLUDE SAMPLES OF SUPPLEMENTARY EVALUATION REPORTS ON INDIVIDUAL PROJECTS; LISTS OF WORK PROCESSES (TASKS) FOR UNIVERSAL EQUIPMENT OPERATOR, PAVING EQUIPMENT OPERATOR, PLANT EQUIPMENT OPERATOR, AND HEAVY DUTY REPAIRMAN; SEVERAL DEGREE PROGRAM SCHEDULE OUTLINES FOR DUAL ENROLLMENT PROGRAMS; AND A DIRECTORY OF UNIVERSITIES AND COLLEGES OFFERING PROGRAMS IN LABOR S
ERIC: ED131233

1171 THE DUSABLE EXEMPLARY PROJECT BRIDGING THE GAP BETWEEN HIGH SCHOOL AND THE WORLD OF WORK. INTERIM REPORT. JUN 73
CUMETZ, LOUISE P.
DUSABLE HIGH SCHOOL, CHICAGO, ILL.; CHICAGO BOARD OF EDUCATION, ILL. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEG-0-71-1026(361)
CAREER EDUCATION, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, GUIDANCE SERVICES, OCCUPATIONAL INFORMATION, OCCUPATIONAL GUIDANCE, EDUCATIONAL GUIDANCE, DUSABLE HIGH SCHOOL, CHICAGO
COVERING THE TIME PERIOD OF JUNE 30, 1972 TO JUNE 30, 1973, THIS REPORT DESCRIBES THE GOALS AND OBJECTIVES, PROCEDURES, RESULTS AND ACCOMPLISHMENTS, EVALUATION, CONCLUSIONS, AND RECOMMENDATIONS OF A PROJECT DESIGNED TO DEVELOP THE GUIDANCE AND CAREER EDUCATION PROGRAMS AT DUSABLE HIGH SCHOOL. HEIGHTENED SELF-CONCEPTS, POSITIVE WORK ATTITUDES, EXPLORATION OF MANY OCCUPATIONAL AREAS, JOB SKILLS TRAINING, AND JOB PLACEMENT WERE SOME OF THE SUB-GOALS OF THE PROGRAM. TEACHER INSERVICE TRAINING, COMMUNITY INVOLVEMENT, FIELD TRIPS, AND SPECIAL SPEAKERS FOR THE CLASSROOM WERE SOME OF THE MEANS USED TO ACHIEVE THESE GOALS. APPENDIXES OF OVER 350 PAGES CONTAIN INSTRUMENTS AND TEACHING AIDS, PLANNING SCHEDULES, PROMOTIONAL MATERIALS, CORRESPONDENCE, AND UNITS OF STUDY OF THIS EXEMPLARY PROJECT. (MU)
AIM/ARM: VT100938

1172 THE DUTY TO PLAN FOR FAIR EMPLOYMENT REVISITED WORK SHARING IN HARD TIMES SUM 75
BLUMROSEN, ALFRED W.;BLUMROSEN, RUTH G.
RUTGERS LAW REVIEW:28:5:1082-1106
EMPLOYMENT PRACTICES, EMPLOYER EMPLOYEE RELATIONSHIP, EQUAL OPPORTUNITIES (JOBS), JOB LAYOFF, INDUSTRIAL RELATIONS, LABOR FORCE, MINORITY GROUPS, FEMALES, PERSONNEL MANAGEMENT, WORK SHARING
THE LAYOFF PROBLEM CAN BE MANAGED IF THE EMPLOYER PLANS OPERATIONS TO PROVIDE EQUAL EMPLOYMENT OPPORTUNITY, SAY THE AUTHORS. THEY REEXAMINE THE DUTY TO PLAN FOR FAIR EMPLOYMENT AND APPLY THEIR CONCLUSIONS TO THE REDUCTION-OF-HOURS PROBLEM, IN LIGHT OF ITS PECULIAR LEGISLATIVE ASPECTS. (LBH)
ERIC: EJ155295

1173 DYNAMIC MONOPSONY AND STRUCTUAL CHANGE 1975
BAILY, M.N.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.3, JUNE 1975, P. 338-349. BIBLIOG. 16
ECONOMICS, LABOR MARKET, WAGES
EXAMINES THE ASSUMPTION THAT THE RATE OF CHANGE IN THE LABOR SUPPLY TO A FIRM DEPENDS ON THE WAGES PAID BY THE FIRM.
MGMT: AEP75F033*

1174 A DYNAMIC SIMULATION MODEL OF ENGINEERING MANPOWER NEEDS DEC 76
LANDIS, FRED
ENGINEERING EDUCATION:67:3:218-225
ECONOMIC FACTORS, EMPLOYMENT, ENGINEERING, MANPOWER NEEDS, MATHEMATICAL MODELS, ENGINEERING EDUCATION, ENGINEERS, HIGHER EDUCATION, JOB MARKET
DESCRIBES A MODEL THAT INTERRELATES ECONOMIC DRIVING FACTORS WITH ENGINEERING EMPLOYMENT AND THE GENERATION OF NEW ENGINEERS. (MLH)
ERIC: EJ152066

1175 EARLY CAREER ALIENATION AND SOCIOECONOMIC ATTAINMENTS OF A RURAL POPULATION. FINAL REPORT. OCT 73
OTTO, LUTHER B.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-55-72-49
NOTES: 236P.; PH.D. DISSERTATION, UNIVERSITY OF WISCONSIN, MADISON.

(CONT.)

1175 ATTITUDES, INTERPERSONAL COMPETENCE, JOB SATISFACTION, MALES, OCCUPATIONAL ASPIRATION, PERSONALITY, RESEARCH, RURAL YOUTH, SOCIAL INTEGRATION, SOCIOECONOMIC STATUS, CAREER ALIENATION

THIS STUDY ESTIMATES ANTECEDENTS OF EARLY CAREER ALIENATION OF A MALE AGE COHORT (N%442) WITH PANEL DATA, 15 YEAR INTERVAL. THE THEORETICAL MODEL SEQUENTIALLY ATTRIBUTES EFFECTS TO STATUSES OF ORIGIN, ADOLESCENT PERSONALITY CHARACTERISTICS, AND CURRENT SOCIOECONOMIC STATUSES. THE STUDY ESTABLISHES DEFINITIONS OF ALIENATION BOTH INDUCTIVELY (BY MEANS OF CANNONICAL CORRELATION AND JORESKOG CONFIRMATORY FACTOR ANALYSIS) AND DEDUCTIVELY. THE GENERAL FINDING IS THAT HOW ONE OPERATIONALLY DEFINES ALIENATION IS OF CRITICAL IMPORTANCE TO INTERPRETING THE FINDINGS INASMUCH AS SPECIFIC FORMS OF ALIENATION MANIFEST UNIQUE PATTERNS OF ANTECEDENTS AND CONSEQUENCES. SPECIFIC INDICATORS OF ADOLESCENT SOCIAL INTEGRATION POSITIVELY AFFECT EARLY CAREER ATTAINMENTS. IT IS PROPOSED THAT ADOLESCENT SOCIAL INTEGRATION PROVIDES EITHER THE SETTING FOR LEARNING HIGH ATTAINMENT ASPIRATIONS OR A CONTEXT FOR LEARNING INTERPERSONAL SKILLS THAT BENEFIT LATER ATTAINMENTS. FUTURE RESEARCH IS SUGGESTED. (AUTHOR)

ERIC: ED134851 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22151 (MC $5.75, MF $1.45, ORDER NUMBER PB-224 956)

1176 EARLY CHILD CARE IN HUNGARY. 72

HERMANN, ALICE:KOMLOSI, SANDOR

NOTES: 123P.

CHILD CARE, CHILD REARING, COMPARATIVE EDUCATION, EARLY CHILDHOOD EDUCATION, EDUCATIONAL OBJECTIVES, EDUCATIONAL PHILOSOPHY, EDUCATIONAL PLANNING, FAMILY INFLUENCE, FAMILY SCHOOL RELATIONSHIP, PRESCHOOL CURRICULUM, PROGRAM DESCRIPTIONS, SOCIALIZATION, SOCIAL PROBLEMS, VALUES, WORKING WOMEN, HUNGARY

THE THEORETICAL CONCEPTIONS OF THE CHILD AND THE SOCIALIZATION PROCESSES INVOLVED IN A SOCIALIST PEDAGOGICAL THEORY ARE DESCRIBED IN THIS MONOGRAPH ON EARLY CHILD CARE IN HUNGARY. IN EMPHASIZING THE PARTNERSHIP BETWEEN FAMILY AND STATE IN THE CARE OF THE YOUNG CHILD, THIS BOOK TRACES THE CENTRAL ROLE PLAYED BY GOVERNMENT PLANNING IN THE MIDST OF SOCIAL CHANGE BROUGHT ON BY URBANIZATION AND INDUSTRIALIZATION. (CS)

ERIC: ED092217 GORDON AND BREACH SCIENCE PUBLISHERS, INC., 241 TAAFE PLACE, BROOKLYN, NEW YORK 11205 ($8.25)

1177 THE EARLY EXPERIENCE IN VOUCHERING ON-THE-JOB TRAINING A REPORT ON PROGRESS IN THE PORTLAND VOUCHER PROJECT. DEC 75

RICHARDSON, ANN:SHARP, LAURE M.

BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C.

NOTES: 32P.

DEMONSTRATION PROGRAMS, EDUCATIONAL PROGRAMS, EDUCATION VOUCHERS, EMPLOYMENT, EXPERIMENTAL PROGRAMS, INCENTIVE SYSTEMS, MOTIVATION, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, TECHNICAL EDUCATION, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION, OREGON (PORTLAND), WIN, WORK INCENTIVE PROGRAM

THE REPORT DESCRIBES THE FIRST FEW MONTHS OF OPERATION OF AN EXPERIMENTAL WORK INCENTIVE PROGRAM (WIN) IN PORTLAND, OREGON TO TEST THE FEASIBILITY OF THE USE OF VOUCHERS FOR ON-THE-JOB TRAINING (OJT). VOUCHER HOLDERS WERE REQUIRED TO DECIDE ON A TRAINING OCCUPATION, AND THEN LOCATE AND NEGOTIATE FOR AN EMPLOYER TO PROVIDE THE TRAINING. WIN STAFF MEMBERS SERVED AS INFORMATION RESOURCES, WROTE OJT CONTRACTS, AND MONITORED VOUCHERED TRAINING PROGRESS. THE 265 VOUCHERED CLIENTS DID NOT DIFFER MARKEDLY FROM THE WIN CLIENTELE AS A WHOLE. OVER SEVERAL MONTHS THE PROPORTION TAKING VOUCHERS DROPPED FROM 45% TO 33% OF THOSE ELIGIBLE. FEWER THAN A FOURTH OF THE VOUCHERS WERE CONVERTED INTO OJT CONTRACTS. VOUCHER HOLDERS WHO WERE MOREHIGHLY EDUCATED, YOUNGER, FEMALE, OR VOLUNTARY WIN PARTICIPANTS WERE RELATIVELY MORE SUCCESSFUL IN COMMITTING THE VOUCHER TO AN EMPLOYER. COMPARED WITH REGULAR OJT PEOPLE, VOUCHERED PEOPLE HELD SLIGHTLY HIGHER LEVEL JOBS, EARNED SLIGHTLY HIGHER WAGES, AND TRAINED FOR SOMEWHAT LONGER PERIODS OF TIME. AMONG THE 166 PEOPLE WHO WERE UNABLE TO COMMIT THEIR VOUCHERS WITHIN THE SIX WEEKS ALLOTED, SEVERAL WENT INTO REGULAR OJT POSITIONS, SOME RETURNED TO SCHOOL OR WERE TERMINATED FROM WIN, AND MANY WERE ON REGULAR WIN JOB SEARCHES. (JR)

ERIC: ED120483

1178 EARLY PERCEPTIONS OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT. 74

NATIONAL ACADEMY OF SCIENCES, WASHINGTON, D.C.

NOTES: 39P.; PAPERS PRESENTED AT THE INITIAL MEETING OF THE COMMITTEE ON EVALUATION OF EMPLOYMENT AND TRAINING PROGRAMS, ASSEMBLY OF BEHAVIORAL AND SOCIAL SCIENCES, NATIONAL RESEARCH COUNCIL

DECENTRALIZATION, FEDERAL LEGISLATION, FEDERAL STATE RELATIONSHIP, FINANCIAL SUPPORT, LOCAL GOVERNMENT, MANAGEMENT, MANPOWER DEVELOPMENT, POLITICS, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, ROLE CONFLICT, ROLE PERCEPTION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

A COMMITTEE ON EVALUATION OF EMPLOYMENT AND TRAINING PROGRAMS WAS ESTABLISHED BY THE NATIONAL ACADEMY OF SCIENCES TO ASSESS THE IMPACT OF THE PASSAGE OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA), WHICH CREATED A SHIFT OF CONTROL OF MANPOWER PROGRAMS FROM FEDERAL TO STATE AND LOCAL OFFICIALS. AT THE FIRST COMMITTEE MEETING A PANEL OF FIVE PARTICIPANTS, REPRESENTING CONGRESS; THE DEPARTMENT OF LABOR; AND STATE, COUNTY, AND CITY GOVERNMENTS, PRESENTED ITS PERCEPTIONS AND EXPECTATIONS OF CETA. THE DOCUMENT CONTAINS THE FIVE PRESENTATIONS OF PANEL MEMBERS (DANIEL KRIVIT, WILLIAM KOLBERG, GEORGE BASICH, JON WEINTRAUB, AND THOMAS NAGLE) WHICH DEAL WITH THE ISSUES AND PROBLEMS OF DECENTRALIZATION, DECATEGORIZATION, FEDERAL ROLE, STATE AND LOCAL ROLE,

(CONT.)
1178 CAPABILITIES OF LOCAL GOVERNMENT, POLITICAL LEADERSHIP AND RAMIFICATIONS, PROGRAM COORDINATION AND COOPERATION, PUBLIC EMPLOYMENT PROVISIONS, MANAGEMENT DECISIONS, TRAINING NEEDS, AND FUNDING. (EA)
ERIC: ED110822

1179 EARLY WARNINGS FOR LOCAL LABOR MARKETS SEP 76
MATLAND, MARC A.
WORKLIFE;1;9;8-9
LABOR MARKET, LABOR CONDITIONS, EMPLOYMENT SERVICES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, ORGANIZATIONS (GROUPS), FEDERAL GOVERNMENT, CONTRACTS, EMPLOYMENT PROJECTIONS, NATIONAL PLANNING ASSOCIATION, NPA
THIS ARTICLES SUMMARIZES THE NATIONAL PLANNING ASSOCIATIONS (NPA) EXPERIENCE IN ITS INITIAL EFFORTS TO DEVELOP AN EARLY WARNING SYSTEM TO ANTICIPATE JOB OPENINGS GENERATED IN LOCAL COMMUNITIES BY LARGE FEDERAL PROCUREMENT CONTRACTS. (HL)
ERIC: EJ145974

1180 EARNING A LIVING WITH FOREIGN LANGUAGES WIN 75
OCCUPATIONAL OUTLOOK QUARTERLY;19;4;34-5
LANGUAGES, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL INFORMATION, LANGUAGE SKILLS, BILINGUAL TEACHERS, LANGUAGE INSTRUCTION, ASIAN STUDIES, TRANSLATION, INTERPRETERS, ENGLISH (SECOND LANGUAGE)
ERIC: EJ128992

1181 THE EARNINGS GAP RESEARCH NEEDS AND ISSUES. 7 JUN 74
SAWHILL, ISABEL V.
NOTES: 11P.; PAPER PRESENTED AT THE WORKSHOP ON RESEARCH NEEDED TO IMPROVE THE EMPLOYMENT AND EMPLOYABILITY OF WOMEN (WASHINGTON, D.C., JUNE 1974); FOR RELATED DOCUMENTS, SEE CG 009 690 AND 692
EMPLOYMENT OPPORTUNITIES, FEMALES, LABOR FORCE, MALES, PROMOTION (OCCUPATIONAL), RESEARCH NEEDS, SPEECHES, STATE OF THE ART REVIEWS, WAGES, WORK EXPERIENCE
AS ALMOST EVERYONE KNOWS, THE EARNINGS GAP BETWEEN MEN AND WOMEN IS VERY LARGE. IN 1972, THE AVERAGE WOMAN EARNED ONLY 58 PERCENT AS MUCH AS THE AVERAGE MAN WHEN BOTH WORKED FULL TIME. THE AUTHOR DIRECTS HER DISCUSSION TOWARD THE LARGE VOLUME OF RESEARCH ON THE TOPIC OF THE EARNINGS GAP AND POINTS TO AREAS WHERE FURTHER WORK MIGHT BE DONE. SHE DISCUSSES THE FACT THAT THE OCCUPATIONAL DISTRIBUTION ITSELF MAY BE A SYMPTOM OF UNEQUAL OPPORTUNITY. IN OTHER WORDS, ONE NEEDS TO ASK WHY WOMEN WITH EDUCATIONAL PREPARATION AND OTHER CHARACTERISTICS SIMILAR TO MEN END UP IN LOWER PAYING JOBS AND ESTABLISHMENTS. AN INTERESTING STUDY WAS QUOTED WHICH FOUND THAT MANY WOMEN HAVE HIGH ASPIRATIONS BUT LOW EXPECTATIONS WITH RESPECT TO OCCUPATIONAL ACHIEVEMENT, AND THAT BEHAVIOR IS BASED MORE ON THEIR EXPECTATIONS ABOUT WHAT THEY CAN REALISTICALLY HOPE TO ACCOMPLISH THAN ON THEIR ASPIRATIONS. THE AUTHOR ALSO SUGGESTS THAT RESEARCHERS THINK MORE ABOUT WHAT KIND OF ANALYSES MIGHT BE USEFUL TO THOSE GOVERNMENT AGENCIES RESPONSIBLE FOR MONITORING EQUAL EMPLOYMENT OPPORTUNITIES OR EQUAL PAY. SHE CONCLUDES BY MENTIONING RESEARCH ISSUES RELATED TO THE SOCIAL IMPACT OF THE EARNING GAP. (AUTHOR/PC)
ERIC: ED105321

1182 EARNINGS OF MEN AND WOMEN 1977
MONTHLY LABOR REVIEW (U.S.), VOL.100, NO.1, JAN 1977, P. 2.
DISCRIMINATION, EEO, EMPLOYEE COMPENSATION, HUMAN RESOURCE DEVELOPMENT, WOMEN
AMERICAN WOMEN EMPLOYED FULL TIME EARN 75% LESS THAN THEIR MALE COUNTERPARTS. WAGE DISPARITY BETWEEN THE SEXES HAS ACTUALLY GROWN SINCE 1955. DISCRIMINATION IS PARTLY RESPONSIBLE BUT SO IS THE FACT THAT THE RECENT FLOOD OF WOMEN ENTERING UPON EMPLOYMENT NATURALLY PLACES AN INORDINATE NUMBER IN ENTRY LEVEL JOBS.
MGMT: UML77A0002

1183 EARNINGS, OCCUPATIONAL CHOICE, AND THE EARLY YEARS OF FAMILY FORMATION, WHITE AND BLACK WOMEN A STUDY FROM THE NATIONAL LONGITUDINAL SURVEY (NLS) 1 NOV 77
GREGORY, PAUL;MOORE, WILLIAM J.
HOUSTON UNIV., TEXAS. DEPT. OF ECONOMICS.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-43-76-47
NOTES: FINAL REPT. 145P
EMPLOYMENT, FEMALES, LABOR FORCE, NATIONAL LONGITUDINAL SURVEY, CAUCASIANS, NTISLABREU
THIS PROJECT INVESTIGATES THE LABOR FORCE PARTICIPATION, HOURS (WEEKS) WORKED, OCCUPATIONAL AND EDUCATIONAL CHOICES, AND MARKET WAGES OF YOUNG WOMEN. THE DATA BASE FOR THIS STUDY IS THE NATIONAL LONGITUDINAL SURVEY OF YOUNG WOMEN AGED 14 TO 24. OF PARTICULAR INTEREST IS THE IMPACT OF YOUNG CHILDREN ON THESE CHOICES, AS THE PRESENCE OF YOUNG CHILDREN IS HYPOTHESIZED TO IMPACT NEGATIVELY ON WORK EXPERIENCE, OCCUPATIONAL AND EDUCATIONAL CHOICES AND CONSEQUENTLY ON MARKET WAGES. THE FIRST PART OF THIS STUDY DEALS WITH THE LABOR FORCE PARTICIPATION AND HOURS (WEEKS) WORKED OF YOUNG WOMEN. THE SECOND PART OF THE STUDY DEALS WITH THE IMPACT OF CHILDREN, WORK EXPERIENCE, AND EDUCATION UPON THE MARKET WAGES OF FULL-TIME EMPLOYED YOUNG WOMEN. THE THIRD PART OF THE STUDY DEALS WITH THE OCCUPATIONAL AND EDUCATIONAL CHOICES OF YOUNG WOMEN. COMPARISONS OF MARRIED AND UNMARRIEDS AND WHITE AND BLACKS ARE MADE AND SOME SIGNIFICANT DIFFERENCES ARE FOUND.
NTIS: PB-274 148/6ST NTIS PRICES PC A07/MF A01

1184 EASING THE CONSTRAINTS OF TIME-ORIENTED WORK 1977
BERNSTEIN, I.
MONTHLY LABOR REVIEW (U.S.), VOL.100, NO.2, FEB 1977, P. 58-60. BIBLIOG. 5
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR, LABOR FORCE, LABOR LAW, LABOR RELATIONS, PUBLIC ADMINISTRATION, WORKING CONDITIONS
CHALLENGES TO THE TRADITIONAL WORK WEEK ARE EXAMINED. POSSIBLE DEVELOPMENTS ARE DISCUSSED.
MGMT: UML7730058

1185 EASING THE TRANSITION FROM SCHOOLING TO WORK. NEW DIRECTIONS FOR COMMUNITY COLLEGES, NUMBER 16. 76
SILBERMAN, HARRY F., ED.;GINSBURG, MARK B., ED.
CALIFORNIA UNIV., LOS ANGELES. ERIC CLEARINGHOUSE FOR JUNIOR COLL. INFORMATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NEW DIRECTIONS FOR COMMUNITY COLLEGES;V4 N4 WINTER 1976
NOTES: 125P.
CAREER EDUCATION, COLLEGE STUDENTS, COMMUNITY COLLEGES, EDUCATIONAL TRENDS, EMPLOYMENT, FOREIGN COUNTRIES, JUNIOR COLLEGES, POST SECONDARY EDUCATION, STUDENT CHARACTERISTICS, STUDENT PROBLEMS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS
THE TRANSITION FROM SCHOOLING TO WORK HAS BEEN RECOGNIZED AS A DIFFICULT ONE. AS SOCIETY HAS BECOME MORE MODERNIZED, THE PROBLEM OF TRANSITION HAS BECOME EVEN MORE AGGRAVATED. AMERICAN POSTSECONDARY EDUCATION HAS A ROLE TO PLAY IN MAKING THIS TRANSITION LESS DIFFICULT, AND IN INTEGRATING THE EDUCATIONAL PROCESS INTO THE WORLD OF WORK. THIS SOURCEBOOK FOCUSES ON THE PROBLEMS ASSOCIATED WITH TRANSITION AND SUGGESTS SOME POSSIBLE FACILITATING STEPS THAT EDUCATIONAL INSTITUTIONS, PARTICULARLY COMMUNITY COLLEGES, MIGHT TAKE. THE ARTICLES PRESENTED DEAL WITH THE ISSUES ASSOCIATED WITH SCHOOL-TO-WORK TRANSITION ALIENATION OF YOUNG PEOPLE, THE NEED FOR AFFECTIVE CAREER EDUCATION, WORK EXPERIENCES FOR YOUTH, COOPERATIVE EDUCATION, PLACEMENT SERVICES AND CAREER DEVELOPMENT, INTERNATIONAL EXAMPLES OF SCHOOL-TO-WORK TRANSITION, AND FACTORS INFLUENCING THE GROWTH AND DECLINE OF HIGHER EDUCATION. A REVIEW OF ADDITIONAL PERTINENT LITERATURE AND A BIBLIOGRAPHY ARE PROVIDED. CONTRIBUTORS INCLUDE HARRY F. SILBERMAN, EDWARD WYNNE, EVAN R. KEISLAR, ROBERT MEEKER, JANE S. PERMAUL, MARK B. GINSBURG, JAMES C. TAYLOR, CHARLES C. HEALY, PAUL E. BARTON, DAVID OSHEA, JOHN N. HAWKINS, THOMAS J. LABELLE, BROOKS CARDER, JANET LIEBERMAN, MARCIA FREEDMAN, ROBERT S. BOLAN, STEPHEN J. CARROLL, PETER A. MORRISON, AND LEWIS C. SOLMON. (JOS)
ERIC: ED131973 JOSSEY-BASS, INC., PUBLISHERS, 615 MONTGOMERY STREET, SAN FRANCISCO, CALIFORNIA 94111 ($5.00)

1186 AN ECOLOGICAL EXPERIMENT IN CORRECTIONS A PROGRAMMED ENVIRONMENT FOR BEHAVIOR MODIFICATION. JAN 71
MILAN, MICHAEL A.
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 40P.
ADULT PROGRAMS, BEHAVIORAL SCIENCE RESEARCH, BEHAVIOR CHANGE, CORRECTIONAL REHABILITATION, CRIME, DEMONSTRATION PROJECTS, ECOLOGICAL FACTORS, ECONOMICS, ENVIRONMENTAL INFLUENCES, ENVIRONMENTAL RESEARCH, INNOVATION, LAW ENFORCEMENT, MALES, PROBLEM SOLVING, PROGRAM EVALUATION, REINFORCEMENT, REMEDIAL INSTRUCTION
THE PROBLEM OF A STEADILY RISING CRIME RATE AND AN APPARENT INABILITY OF EXISTING LEGAL, JUDICIAL, AND PENAL PROCEDURE TO SERVE AS EITHER DETERRENTS TO OR MODIFIERS OF CRIMINAL BEHAVIOR ARE PRESENTED. THE POINT IS MADE THAT THE PRINCIPLES OF BEHAVIOR MODIFICATION DERIVE PRIMARILY FROM BASIC RESEARCH PERFORMED WITHIN THE FRAMEWORK OF THE EXPERIMENTAL ANALYSIS OF BEHAVIOR. THE REHABILITATION RESEARCH FOUNDATION HAS BEEN INVOLVED IN THE DESIGN, IMPLEMENTATION, EVALUATION, AND DISSEMINATION OF INNOVATIVE CORRECTIONAL PROGRAMS FOR A NUMBER OF YEARS. IT IS PROPOSED THAT THE NEXT LOGICAL STEP IN THE UTILIZATION OF THESE TECHNIQUES IN CORRECTIONS BE TAKEN THE DEVELOPMENT AND EVALUATION OF A TOKEN ECONOMY WITHIN THE INSTITUTION ITSELF. THE PROPOSED DEMONSTRATION PROJECT WILL (1) ESTABLISH A TOKEN ECONOMY IN ONE CELL BLOCK OF A LARGE CORRECTIONAL INSTITUTION FOR ADULT, MALE OFFENDERS (FELONS); (2) EXAMINE THE EFFECTIVENESS OF A SYSTEM BASED UPON POSITIVE REINFORCEMENT (3) DEVELOP A REMEDIAL EDUCATIONAL PROGRAM TAILORED TO THE CORRECTIONAL SETTING; (4) DETERMINE THE IMPACT OF VARIOUS TOKEN REINFORCEMENT PROCEDURES; AND (5) EVALUATE THE EFFECT OF TOKEN ECONOMY UPON POST-RELEASE ADJUSTMENT AND RECIDIVISM. THE PROJECT HAS THREE PHASES. PHASE I WILL CONSIST OF AN INITIAL OBSERVATION PERIOD. PHASE II WILL INVOLVE THE INSTITUTION AND MAINTENANCE OF THE TOKEN ECONOMY. PHASE III WILL CONSIST OF POSTRELEASE FOLLOW-UP. FOLLOW-UP DATA WILL BE USED FOR VALIDATION AND INTERVENTION PURPOSES. (CK)
ERIC: ED059442

1187 AN ECONOMETRIC ANALYSIS OF THE UNEMPLOYMENT INSURANCE SYSTEM IN A LOCAL URBAN LABOR MARKET. FINAL REPORT FOR SEPTEMBER 1, 1973--SEPTEMBER 30, 1974. SEP 74
MARSTON, STEPHEN TILNEY
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 181P.; PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
DOCTORAL THESES, ECONOMIC FACTORS, ECONOMIC RESEARCH, EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, HUMAN CAPITAL, LABOR ECONOMICS, LABOR MARKET, MANPOWER UTILIZATION, MATHEMATICAL MODELS, PERSISTENCE, UNEMPLOYED, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, URBAN STUDIES, DETROIT, MICHIGAN
THE STUDY DERIVES A MODEL OF THE UNEMPLOYMENT INSURANCE (UI) SYSTEM AND ITS RELATIONSHIP

(CONT.)

1187 TO THE LABOR MARKET. ESTIMATES IT WITH DATA FROM THE DETROIT STANDARD METROPOLITAN STATISTICAL AREA, AND EVALUATES ITS POTENTIAL USE TO FORECAST UI BENEFIT AMOUNTS, UI INSURED UNEMPLOYMENT, AND UI EXHAUSTIONS. IT FURTHER USES THE MODEL TO ANALYZE POLICY ISSUES RELATING TO UI AND TO SIMULATE ALTERNATIVE UI SYSTEMS WHICH COULD BE CREATED BY REVISING THE PROVISIONS OF THE EXISTING UI SYSTEM. A SET OF SEVEN RECURSIVE EQUATIONS LINKS THE UI POLICY VARIABLES TO THE VARIABLES WHICH REPRESENT SUPPLY AND DEMAND IN THE LABOR MARKET, WITH SPECIAL ATTENTION BEING GIVEN TO THE SPECIFICATION OF THE PIVOTAL EQUATIONS FOR INSURED UNEMPLOYMENT AND UI EXHAUSTIONS. AN ANALYSIS OF THESE EQUATIONS INDICATES THAT THE CHANCES OF A WORKER FINDING A JOB DIMINISH RAPIDLY THE LONGER THE WORKER HAS BEEN UNEMPLOYED, AND THAT UI LEADS TO A SMALL INCREASE IN THE AVERAGE DURATION OF UNEMPLOYMENT, BUT THAT THE INCREASE HAS ONLY A SMALL EFFECT ON THE AGGREGATE UNEMPLOYMENT RATE. FIVE ALTERNATIVE UI SYSTEMS ARE SIMULATED, EACH CREATED BY REVISING ONE OF THE KEY PROVISIONS OF THE EXISTING LAW. THE SIMULATIONS ARE RELATED TO THE DETERMINATION OF OPTIMAL UI POLICIES. (AUTHOR/JR)
ERIC: ED109399 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN) AND UNIVERSITY MICROFILMS, ANN ARBOR, MICHIGAN (NO PRICE GIVEN)

1188 ECONOMETRIC FORECAST FOR THE UNITED STATES, 1976.3-1979.2 1976
ADAMS, F.G.; YOUNG, R.M.; CHEN, O.
WHARTON MAGAZINE, VOL.1, NO.1, FALL 1976, P. 41-46.
ECONOMETRICS, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, FEDERAL GOVERNMENT, INVESTMENT, LABOR, LABOR MARKET, TRADE
THE WHARTON ECONOMETRIC FORECASTING ASSOCIATES PRODUCED A THREE YEAR FORECAST FOR AN ECONOMY INFLUENCED BY PRESENT FEDERAL POLICIES IF THE PRESENT ADMINISTRATION CONTINUES, AND A FORECAST FOR A FEDERAL ADMINISTRATION WHICH PROPOSES TO STIMULATE THE ECONOMY MORE.
MGMT: WQU76R0041

1189 ECONOMETRIC INVESTIGATIONS OF DETERMINANTS AND RETURNS TO SCHOOLING, TRAINING, AND EXPERIENCE. FINAL REPORT. 31 MAR 77
GRILICHES, ZVI;FREEMAN, RICHARD
HARVARD UNIV., CAMBRIDGE, MASS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. NE-G-00-3-0202
NOTES: 140P.
BLACKS, CAUCASIANS, COLLEGE GRADUATES, CROSS SECTIONAL STUDIES, EDUCATIONAL ALTERNATIVES, EDUCATIONAL BACKGROUND, EDUCATIONAL TRENDS, EMPLOYMENT TRENDS, ENROLLMENT TRENDS, FAMILY BACKGROUND, FAMILY INFLUENCE, FEMALES, HIGHER EDUCATION, HUMAN CAPITAL, INCOME, JOB TRAINING, LABOR MARKET, LONGITUDINAL STUDIES, MALES, MANPOWER NEEDS, POST SECONDARY EDUCATION, RACIAL DIFFERENCES, SOCIOECONOMIC STATUS, STUDENT EMPLOYMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE, NATIONAL LONGITUDINAL SURVEYS
A SET OF THREE STUDIES FOCUSED PRIMARILY ON AN INDEPTH ANALYSIS OF THE NATIONAL LONGITUDINAL SURVEY (PARNES) DATA TAPES, CONCENTRATING PARTICULARLY ON THE EXPERIENCE OF YOUNG MEN AND YOUNG WOMEN, BUT COLLATING THEM ALSO WITH DATA ON EXPERIENCE AND BACKGROUND OF OTHER FAMILY MEMBERS AVAILABLE IN THE PARALLEL SURVEYS. RESEARCH WAS CONDUCTED IN THREE MAJOR AREAS (PRESENTED IN THE THREE SEPARATE PAPERS INCLUDED) (1) THE EFFECTS OF SCHOOLING INTERRUPTION AND WORK WHILE IN SCHOOL ON SUBSEQUENT EDUCATIONAL AND ECONOMIC SUCCESS OF INDIVIDUALS (THE ABILITY-SCHOOLING-INCOME RELATIONS WERE ANALYZED USING DATA ON FAMILIES); (2) RE-EXAMINATION OF ESTIMATES OF RETURNS TO SCHOOLING AND THE EFFECT OF CONTROLLING FOR ABILITY ON THEM; AND (3) THE CHANGING ECONOMIC MARKET FOR COLLEGE GRADUATES AND ITS IMPACT ON THE INDIVIDUAL RETURNS TO EDUCATION AND THE EDUCATIONAL SYSTEM AS A WHOLE, AND ITS EFFECT ON TRADITIONAL BLACK/WHITE DIFFERENCES IN SOCIOECONOMIC ATTAINMENT. SOME MAJOR IMPLICATIONS OF THE RESEARCH FOLLOW (1) COLLEGE TRAINING MAY NO LONGER BE AS VALUABLE AN INVESTMENT IN HUMAN CAPITAL AS IN YEARS PAST, SUGGESTING MORE EMPHASIS ON OTHER FORMS OF VOCATIONAL TRAINING, (2) THE ROLE OF LEARNING BY EXPERIENCE OR ON-THE-JOB TRAINING SUGGESTS THE NEED FOR SUBSTANTIAL WORK ON THE ACTUAL WAY IN WHICH HUMAN CAPITAL ACCUMULATION OCCURS AND THE POSSIBLE TOOLS FOR INFLUENCING IT, AND (3) GIVEN THE CURRENT STATE OF KNOWLEDGE AND DATA ON THE ECONOMIC SUCCESS OF INDIVIDUALS, NEITHER FAMILY BACKGROUND NOR MEASURED ABILITY ACCOUNT FOR A MAJOR PORTION OF THE OBSERVED VARIANCE IN THE ECONOMIC SUCCESS OF INDIVIDUALS. (TA)
ERIC: ED142699

1190 AN ECONOMETRIC MODEL OF EXTERNAL LABOR SUPPLY TO THE ESTABLISHMENT WITHIN A CONFINED GEOGRAPHIC MARKET. SEP 70
HINES, ROBERT JAMES
CORNELL UNIV., ITHACA, N.Y. GRADUATE SCHOOL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 162P.; PH.D. DISSERTATION, CORNELL UNIVERSITY
DOCTORAL THESES, ECONOMIC RESEARCH, ENTRY WORKERS, GEOGRAPHY, LABOR MARKET, LABOR SUPPLY, MODELS, WAGES
THE STUDY CONDUCTED IN THE BUFFALO, NEW YORK STANDARD METROPOLITAN STATISTICAL AREA, WAS UNDERTAKEN TO FORMULATE AND TEST A SIMPLE MODEL OF LABOR SUPPLY FOR A LOCAL LABOR MARKET. THE PRINCIPAL VARIABLES TO BE EXAMINED TO DETERMINE THE EXTERNAL SUPPLY FUNCTION OF LABOR TO THE ESTABLISHMENT ARE VARIANTS OF THE RATE OF CHANGE OF THE ENTRY WAGE AND RATE OF CHANGE OF THE NUMBERS OF EMPLOYED HOURLY WORKERS IN THE ESTABLISHMENT. THE RESULTS OF THE INVESTIGATION INDICATE THAT LABOR MARKETS, WHEN DEFINED AS RELATIVELY SMALL GEOGRAPHIC AREAS, HAVE A STABLE LONG-RUN SUPPLY FUNCTION THAT RELATES THE ANNUAL RATE OF CHANGE IN THE ESTABLISHMENT LABOR FORCE TO THE ANNUAL RATE OF CHANGE OF THE

(CONT.)
1190 HOURLY WAGE PAID TO THE ENTRY WORKER. (AG)
ERIC: ED081958 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-193 790, MF $1.45)

1191 AN ECONOMETRIC MODEL OF THE LOW-SKILL LABOR MARKET 1975
CRANDALL, R.W.; MACRAE, C.D.; YAP, L.Y.L.
JOURNAL OF HUMAN RESOURCES, VOL.10, NO.1, WINTER 1975, P. 3-24. BIBLIOG. 29
ECONOMETRICS, ECONOMICS, ELASTICITY, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, LABOR, LABOR MARKET, MODELING, POPULATION, QUANTITATIVE METHODS, SUPPLY AND DEMAND, WAGES
THE DEMAND AND SUPPLY BY STATE OF LOW-SKILL LABOR IS DESCRIBED IN AN ECONOMETRIC MODEL. ESTIMATES OF THE PARAMETERS OF THE MODEL SHOW THAT DEMAND IS INELASTIC WHILE SUPPLY IS BACKWARD BENDING WITH LARGE STATES ON THE NEGATIVELY SLOPED RANGE.
MGMT: JHR75M0003

1192 ECONOMETRIC MODELS OF EDUCATION, SOME APPLICATIONS. EDUCATION AND DEVELOPMENT, TECHNICAL REPORTS. MAR 65
TINBERGEN, JAN; AND OTHERS
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 97P.
ACADEMIC ACHIEVEMENT, COMPARATIVE EDUCATION, DROPOUTS, ECONOMIC DEVELOPMENT, EDUCATIONAL DEMAND, EDUCATIONAL NEEDS, EDUCATIONAL PLANNING, MANPOWER NEEDS, MATHEMATICAL MODELS, GREECE, SPAIN, TURKEY
THIS REPORT CONTAINS FIVE PAPERS WHICH DESCRIBE MATHEMATICAL MODELS OF THE EDUCATIONAL SYSTEM AS IT RELATES TO ECONOMIC GROWTH. EXPERIMENTAL APPLICATIONS OF THE MODELS TO PARTICULAR EDUCATIONAL SYSTEMS ARE DISCUSSED. THREE PAPERS, BY L. J. EMMERIJ, J. BLUM, AND G. WILLIAMS, DISCUSS PLANNING MODELS FOR THE CALCULATION OF EDUCATIONAL REQUIREMENTS FOR ECONOMIC DEVELOPMENT IN SPAIN, TURKEY, AND GREECE. AUTHORS AND TITLES OF THE OTHER TWO PAPERS ARE (1) J. TINBERGEN AND H. C. BOS, A PLANNING MODEL FOR THE EDUCATIOAL REQUIREMENTS OF ECONOMIC DEVELOPMENT, AND (2) J. TINBERGEN AND H. C. BOS, APPRAISAL OF THE MODEL AND RESULTS OF ITS APPLICATION. A RELATED DOCUMENT IS EA 001 764. (HW)
ERIC: ED024139 OECD PUBLICATIONS CENTER, SUITE 1305, 1750 PENNSYLVANIA AVENUE, N.W., WASHINGTON, D.C. 20006 (NO. 17,753, $2.50).

1193 AN ECONOMIC ACTIVIST MOVES CLOSER TO POWER 1975
DUNLOP, J.T.
BUSINESS WEEK, NO.2375, APRIL 7, 1975, P. 64-68.
AGRICULTURE, COLLECTIVE BARGAINING, CONSTRUCTION INDUSTRY, ECONOMIC PLANNING, ECONOMIC THEORY, ECONOMICS, GOVERNMENT AGENCY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, INFLATION, LONG RANGE PLANNING AND OBJECTIVES, MANAGEMENT, TAX REFORM, UNEMPLOYMENT, WAGES
GOALS SET BY NEW LABOR SECRETARY, JOHN DUNLOP: BETTER ANALYSIS OF ECONOMIC DATA, MANPOWER SKILLS CLOSELY TIED TO ECONOMY, IMPROVEMENT IN COLLECTIVE BARGAINING.
MGMT: BWE7500764

1194 AN ECONOMIC ANALYSIS OF THE DEMAND FOR STATE AND LOCAL GOVERNMENT EMPLOYEES. DEC 70
EHRENBERG, RONALD G.
MASSACHUSETTS UNIV., AMHERST. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 177P.
ECONOMIC RESEARCH, EMPLOYMENT, GOVERNMENT EMPLOYEES, LABOR MARKET, LOCAL GOVERNMENT, MANPOWER NEEDS, STATE GOVERNMENT, WAGES
THIS STUDY PRESENTS ESTIMATES OF THE WAGE ELASTICITIES OF DEMAND FOR STATE AND LOCAL GOVERNMENT EMPLOYEES. ALMOST UNIFORMLY EACH FUNCTIONAL CATEGORY OF STATE AND LOCAL GOVERNMENT EMPLOYEES EMPLOYMENT LEVEL IS SHOWN TO BE STATISTICALLY SIGNIFICANTLY NEGATIVELY RELATED TO THE CATEGORY REAL AND RELATIVE WAGE LEVEL. HOWEVER, THE MAGNITUDE OF THESE RELATIONSHIPS APPEARS QUITE LOW. CONSEQUENTLY, ALTHOUGH THERE IS EVIDENCE THAT STATE AND LOCAL GOVERNMENT DECISION MAKERS RESPOND TO MARKET FORCES IN DETERMINING THEIR EMPLOYMENT PORTFOLIOS, THESE MARKET FORCES DO NOT APPEAR STRONG ENOUGH TO PREVENT PUBLIC EMPLOYEES FROM DEMANDING SUBSTANTIAL WAGE INCREASES IN THE FUTURE. (NTIS)
ERIC: ED081928 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 994, MC $3.00, MF $1.45)

1195 AN ECONOMIC ANALYSIS OF THE JOB CORPS. AUG 71
ENGLEMAN, STEPHEN ROBERT
CALIFORNIA UNIV., BERKELEY. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 194P.; PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, BERKELEY
AGE DIFFERENCES, COST EFFECTIVENESS, DISADVANTAGED YOUTH, ECONOMIC RESEARCH, INDIVIDUAL CHARACTERISTICS, JOB TENURE, MULTIPLE REGRESSION ANALYSIS, PROGRAM EVALUATION, RACIAL DIFFERENCES, JOB CORPS
THIS DISSERTATION CONSIDERED THE EXPERIENCE OF VARIOUS GROUPS THAT PARTICIPATED IN THE JOB CORPS BOTH DURING AND AFTER THEIR STAY IN JOB CORPS. CONSIDERABLE DIFFERENCES WERE FOUND BETWEEN THE VARIOUS RACE/AGE AND RACE/RELIGION GROUPS CONSIDERED. ALL GROUPS, HOWEVER, RECEIVED BENEFITS IN EXCESS OF COSTS, WITH THE BENEFIT/COST RATIOS FOUND RANGING FROM 1.96 FOR THE OLDER NON-WHITES TO 3.72 FOR THE OLDER WHITES. THE DISSERTATION ALSO INCLUDES EXTENSIVE ANALYSES OF THE DETERMINANTS OF LENGTH OF STAY IN THE PROGRAM, AS WELL AS THE DETERMINANTS OF POST JOB CORPS EARNINGS. MULTIPLE REGRESSION

(CONT.)

1195 ANALYSIS WAS THE PRIMARY ANALYTIC TOOL UTILIZED FOR THESE PURPOSES. ALSO, A BIBLIOGRAPHY IS INCLUDED. (NTIS)
EPIC: ED081933 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 891, MC $3.00, MF $1.45)

1196 AN ECONOMIC AND INSTITUTIONAL ANALYSIS OF THE COOPERATIVE VOCATIONAL EDUCATION PROGRAM IN DAYTON, OHIO. AUG 73
STROMSDORFER, ERNST W.;FACKLER, JAMES S.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 488P.
ACADEMIC ACHIEVEMENT, CAREER EDUCATION, CASE STUDIES, COMPREHENSIVE HIGH SCHOOLS, COOPERATIVE EDUCATION, ECONOMIC RESEARCH, EDUCATIONAL RESEARCH, EMPLOYMENT, PROGRAM EVALUATION, QUESTIONNAIRES, SECONDARY GRADES, STATISTICAL STUDIES, VOCATIONAL EDUCATION, WAGES
THIS CASE STUDY EXAMINES THE ECONOMIC AND INSTITUTIONAL IMPACT OF COOPERATIVE VOCATIONAL EDUCATION ON THE EMPLOYMENT, EARNINGS AND EDUCATIONAL PERFORMANCE OF THE 1966 AND 1970 GRADUATION COHORTS OF PATTERSON HIGH SCHOOL, DAYTON, OHIO. THE PERFORMANCE OF THESE GROUPS IS CONTRASTED WITH THAT OF STUDENTS IN THE COMPREHENSIVE HIGH SCHOOLS FOR THE SAME TIME PERIOD. THE RESULTS OF THIS STUDY, BASED ON MAIL QUESTIONNAIRE DATA AND COMPLETE HIGH SCHOOL SCHOLASTIC RECORDS, INDICATE A MIXED PICTURE OF PERFORMANCE FOR COOPERATIVE EDUCATION, ESPECIALLY WHEN MODELS EMPLOYING MULTIPLE REGRESSION ARE USED. HOWEVER, THE PROGRAM IS CLEARLY A DESIRABLE EDUCATIONAL ALTERNATIVE FOR SOME HIGH SCHOOL STUDENTS. A BIBLIOGRAPHY OF THE ECONOMIC ANALYSIS OF COOPERATIVE VOCATIONAL EDUCATION AS WELL AS A SURVEY OF THE METHODOLOGIES OF THESE STUDIES IS INCLUDED IN THE ANALYSIS. (AUTHOR)
ERIC: ED083463 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

1197 ECONOMIC BACKGROUND TO MANPOWER PLANNING AND CONTROL. OCT 67
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 20P.
EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, INDUSTRIAL STRUCTURE, LABOR FORCE, OCCUPATIONAL SURVEYS, YOUTH EMPLOYMENT
TABLES AND CHARTS DEVELOPED BY THE BUREAU OF LABOR STATISTICS OF THE U.S. DEPARTMENT OF LABOR ILLUSTRATE (1) TRENDS IN EMPLOYMENT, (2) PROPORTION OF WORKERS IN WHITE COLLAR, BLUE COLLAR, SERVICE, AND FARM JOBS, (3) MEMBERSHIP IN UNIONS, (4) AREAS OF RAPID JOB GROWTH, (5) PERCENT CHANGE IN EMPLOYMENT BY INDUSTRY, (6) OCCUPATIONAL TRENDS, (7) EMPLOYMENT PROJECTIONS, (8) POPULATION PROJECTIONS, (9) TRENDS IN UNEMPLOYMENT, (10) YOUTH PROFILE, (11) NONWHITE POPULATION TRENDS, (12) PROPORTION OF YOUNG MEN OUT OF SCHOOL AND NOT WORKING, (13) EDUCATION COMPLETED BY EMPLOYED PERSONS, (14) UNEMPLOYMENT RATE BY YEARS OF SCHOOL COMPLETED, (15) RELATION OF EDUCATIONAL ATTAINMENT TO COLOR AND INCOME, (16) NONWHITE EMPLOYMENT BY OCCUPATION, AND (17) PROJECTED LABOR FORCE CHANGES BY AGE. THESE STATISTICS WERE PREPARED FOR PRESENTATION AT THE AMERICAN MANAGEMENT ASSOCIATIONS COURSE ON MANPOWER PLANNING AND CONTROL IN NEW YORK CITY ON OCTOBER 9, 1967. (CD)
ERIC: ED024794

1198 THE ECONOMIC BENEFITS FROM MANPOWER TRAINING PROGRAMS - NOV 76
KEIFER, NICHOLAS M.
PRINCETON UNIV., N.J. INDUSTRIAL RELATIONS SECTION. ASSISTANT SECRETARY FOR POLICY, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C. OFFICE OF RESEARCH AND EVALUATION.
CONTRACT NO. DL-J-9-M-6-0095
NOTES: TECHNICAL ANALYSIS PAPER (FINAL REPT.), MAY-NOV 76 98P
EARNINGS, SPECIALIZED TRAINING, DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT AND TRAINING ACT, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, NTISLABASP
THIS PAPER REPORTS AN ANALYSIS OF THE EFFECT OF TRAINING ON EARNINGS OF TRAINEES IN FOUR PROGRAMS (1) THE MANPOWER DEVELOPMENT AND TRAINING ACT - INSTITUTIONAL PROGRAM (MDTA); (2) JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); (3) THE JOB CORPS (JC); AND (4) THE NEIGHBORHOOD YOUTH CORPS (NYC). THE OFFICE OF ECONOMIC OPPORTUNITY/DEPARTMENT OF LABOR LONGITUDINAL DATA SET WHICH HAS BEEN LINKED WITH ANNUAL EARNINGS RECORDS FROM THE SOCIAL SECURITY ADMINISTRATION IS USED IN THE ANALYSIS. COMPARISONS OF TRAINEE AND COMPARISON GROUP EARNINGS DURING THE PERIOD SURROUNDING TRAINING HAVE BEEN ADJUSTED FOR THE EFFECTS OF DIFFERENT DISTRIBUTIONS OF AGE, EDUCATION, AND MARITAL STATUS BETWEEN GROUPS.
NTIS: PB-265 949/8ST NTIS PRICES PC A05/MF A01

1199 THE ECONOMIC BENEFITS OF FOUR MANPOWER TRAINING PROGRAMS JUL 76
KIEFER, NICHOLAS M.
PRINCETON UNIV., N.J. INDUSTRIAL RELATIONS SECTION. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-J-9-M-6-0095
NOTES: FINAL REPT. APR-JUL 76 45P
EARNINGS, SPECIALIZED TRAINING, DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT AND TRAINING ACT, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, NTISLABASP
THIS PAPER REPORTS AN ANALYSIS OF THE EFFECT OF TRAINING ON THE EARNINGS OF TRAINEES IN FOUR PROGRAMS (1) THE MANPOWER DEVELOPMENT AND TRAINING ACT - INSTITUTIONAL PROGRAM (MDTA), (2) JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS), (3) THE JOB CORPS (JC), AND

(CONT.)
1199 (4) THE NEIGHBORHOOD YOUTH CORPS (NYC). THE ANALYSIS IS BASED ON SOCIAL SECURITY ADMINISTRATION DATA ON TRAINEES AND MEMBERS OF A COMPARISON GROUP. EFFECTS OF TRAINING ON EARNINGS ARE FOUND TO VARY CONSIDERABLY BY PROGRAM, SEX, AND RACE.
NTIS: PB-256 249/4ST NTIS PRICES PC$4.00/MF$3.00

1200 THE ECONOMIC CAUSES OF LABOUR TURNOVER: A CASE STUDY 1975
WOODWARD, N.
INDUSTRIAL RELATIONS JOURNAL, VOL.6, NO.4, WINTER 1975/76, P. 19-32. BIBLIOG. 23
ABSENTEEISM, ECONOMICS, HIRING, INDUSTRIAL RELATIONS, JOB SATISFACTION, LABOR MARKET, LABOR TURNOVER, PERSONNEL MANAGEMENT, SUPPLY AND DEMAND, SURVEY, WAGES, WORKING CONDITIONS
LABOR TURNOVER RISES IF THE JOB MARKET DEVELOPS INTERESTING ALTERNATIVE POSITIONS, AND IN LABOR SHORTAGES THE LOWERING OF HIRING STANDARDS HAS A SIMILAR RESULT. THE MAIN CAUSE OF PLANT TURNOVER IN A CASE STUDY (U.K.) WAS HOWEVER POOR WORKING CONDITIONS.
MGMT: IRJ75N0019

1201 THE ECONOMIC CONDITION OF THE MEXICAN-AMERICAN. 31 MAY 75
SCHMIDT, FRED H.;KOFORD, KENNETH
NOTES: 27P.; FOR RELATED DOCUMENT, SEE RC 008 702
BRACEROS, CULTURAL EXCHANGE, ECONOMIC FACTORS, ECONOMICS, FAMILY INCOME, FOREIGN WORKERS, LABOR FORCE, LOW INCOME GROUPS, MEXICAN AMERICANS, MEXICANS, SOCIOECONOMIC INFLUENCES, SOUTHWEST
PERSONS OF SPANISH HERITAGE CONSTITUTE THE ONLY MINORITY IN THE UNITED STATES WHOSE NUMBERS CONTINUE TO GROW THROUGH LARGE-SCALE IMMIGRATION. MEXICAN NATIONALS, THE INVISIBLE PEOPLE, INCESSANTLY INFILTRATE THE U.S. POPULATION FROM MEXICO. FROM 1939 THROUGH 1969, MORE THAN 7.4 MILLION NATIONALS ENTERED THE COUNTRY UNLAWFULLY AND WERE APPREHENDED AND EXPATRIATED TO MEXICO. TODAY THERE ARE 6.1 MILLION PERSONS OF SPANISH LANGUAGE IN THE SOUTHWEST. MOST OF THESE HAVE LINGERING TIES WITH MEXICAN CULTURE OR WITH MEXICO ITSELF. THE MEXICAN AMERICAN STUDY PROJECT (UNIVERSITY OF CALIFORNIA, LOS ANGELES) CONCLUDED THAT MEXICAN AMERICANS, IN 1960, STOOD CONSIDERABLY LOWER BY EVERY ECONOMIC YARDSTICK THAN DID ANGLOS IN THE SOUTHWEST. THEIR SITUATION IS COMPOUNDED BY THE MEXICAN NATIONALS WHO COME TO WORK. THE ECONOMIC CONDITION OF MEXICAN AMERICANS IN THE SOUTHWEST IS EXAMINED IN THIS ESSAY. CHANGES SINCE THE MID-60S ARE DISCUSSED. THE MEXICAN AMERICAN STUDY PROJECT IS BRIEFLY REVIEWED. (NQ)
ERIC: ED110254 NOT AVAILABLE SEPARATELY, SEE RC 008 702

1202 THE ECONOMIC CONTENT OF THE STUDENT ROLE 70 JAN
FRIEDENBERG, EDGAR Z.
AMER J ORTHOPSYCHIAT;40:1:47-52
COLLEGE ATTENDANCE, COLLEGE STUDENTS, EDUCATIONAL ECONOMICS, LABOR ECONOMICS, LIVING STANDARDS, STUDENT ATTITUDES, STUDENT ROLE, STUDENT SCHOOL RELATIONSHIP, UNEMPLOYMENT, YOUTH EMPLOYMENT
A DISCUSSION OF EDUCATION IN OUR SOCIETY AS A WAY OF CONTROLLING ENTRY TO THE LABOR MARKET AND AS A MEANS TO EXPLOIT YOUTH. PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN ORTHOPSYCHIATRIC ASSOCIATION (NEW YORK, NEW YORK, 1969). (RJ)
ERIC: EJ013273

1203 THE ECONOMIC DETERMINANTS OF LABOR SUPPLY FOR THE URBAN POOR AUG 70
HILL, CHARLES RUSSELL
MINNESOTA UNIV., MINNEAPOLIS.
GRANT NO. DL-91-25-69-25
NOTES: FINAL REPT. 140P
MANPOWER, URBAN AREAS, ECONOMIC ANALYSIS, MATHEMATICAL MODELS, ETHNIC GROUPS, COMPARISON, POVERTY
THE STUDY IS CONCERNED WITH EMPIRICALLY DERIVING A LABOR SUPPLY FUNCTION FOR MEMBERS OF POOR FAMILIES. IT CONTAINS A DEFINITION OF POVERTY AS WELL AS A BRIEF SUMMARY OF THE CHARACTERISTICS OF FAMILIES IN POVERTY IN 1966 AND A REVIEW OF THE EXISTING LITERATURE ON THE SUPPLY OF LABOR BY THE POOR. A GENERAL MODEL OF LABOR SUPPLY BASED ON FAMILITY UTILITY MAXIMIZATION IS DEVELOPED. IN CONSTRUCTING THE MODEL, ATTENTION HAS BEEN GIVEN TO THE CHARACTERISTICS OF THE POOR WORKER WHICH MAY DIFFERENTIATE HIS WORK-LEISURE CHOICE FROM THAT OF HIS NONPOOR COUNTERPART. (COL ABSTRACT)
NTIS: PB-194 796 NTIS PRICES HC$3.00 MF$0.65

1204 ECONOMIC DEVELOPMENT CENTER 10 JAN 69
PACT INC., SAN FRANCISCO, CALIF.
CONTRACT NO. C-114-66
NOTES: ANNUAL REPT. 10 OCT 67-10 JAN 69 40P
ECONOMIC DEVELOPMENT, CENTRAL CITY, URBAN PLANNING, CALIFORNIA, SAN FRANCISCO(CALIFORNIA), MINORITY ENTERPRISES, BUSINESS COUNSELING, ECONOMICALLY DEPRESSED AREAS, TECHNICAL ASSISTANCE PROJECTS
THE REPORT ON PACT (PLAN OF ACTION FOR CHALLENGING TIMES), INC., REVIEWS NEEDS FOR USE OF ECONOMIC TECHNIQUES IN ECONOMIC PLANNING IN PLACE OF SOCIAL-ORIENTED PROGRAMS. SUCH ACTION WAS TAKEN IN DEPRESSED PARTS OF SAN FRANCISCO THROUGH ESTABLISHMENT OF A TECHNICAL AND PLANNING STAFF, BUSINESS COUNSELING, ASSISTING IN ESTABLISHMENT OF LARGER BUSINESSES AND IN ENCOURAGING MINORITY BUSINESSMEN TO LOCATE IN THE CENTRAL BUSINESS DISTRICTS. A RESEARCH AND CONSULTANT CENTER WAS ESTABLISHED. ITS MAJOR JOB BEING A MANPOWER STUDY IN CONNECTION WITH AN INDUSTRIAL PARK TO BE BUILT IN THE BUTCHERTOWN AREA. THERE WAS ALSO A STUDY ON BLACK BUSINESS PROBLEMS AND THEIR SOLUTIONS. A

(CONT.)
1204 DIRECTORY OF BLACK BUSINESS IN SAN FRANCISCO HAS BEEN COMPILED. (EDA ABSTRACT)
NTIS: PB-195 077 NTIS PRICES HC$3.00 MF$0.65

1205 ECONOMIC DEVELOPMENT IN NEW ENGLAND: A DISCUSSION 1975
HAUSMAN, L.J.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SPRING MEETING, SPRING 1975, P. 524-527.
ECONOMIC DEVELOPMENT, ECONOMIC FORECAST, ECONOMICS, ENERGY, LABOR FORCE, RECESSION, REGIONAL PLANNING, UNEMPLOYMENT
NEW ENGLAND MAY BE IN FOR A RELATIVELY LONG PERIOD OF ECONOMIC DECLINE AND A LENGTHY PERIOD OF RELATIVELY HIGH REGIONAL UNEMPLOYMENT. FACTORS RESPONSIBLE FOR HIGH UNEMPLOYMENT RATES, OTHER THAN ENERGY, ARE DISCUSSED.
MGMT: IRR75N0524

1206 ECONOMIC DEVELOPMENT PROGRAM, ST. LOUIS. VOLUME 2. AN ECONOMIC PROFILE OF A ST. LOUIS POVERTY AREA. JUL 68
MANAGEMENT AND ECONOMICS RESEARCH, INC., PALO ALTO, CALIF.
NOTES: 182P.
BUSINESS, COMMUNITY ORGANIZATIONS, DISADVANTAGED GROUPS, ECONOMIC DEVELOPMENT, FACILITIES, INDUSTRY, INNER CITY, JOB TRAINING, LAND USE, MANPOWER DEVELOPMENT, SCHOOLS, SOCIOECONOMIC INFLUENCES, STATISTICAL DATA, UNEMPLOYED, VOCATIONAL EDUCATION, MISSOURI, ST LOUIS
VOLUME 2 OF A LARGER STUDY TO FORMULATE AN ECONOMIC DEVELOPMENT PROGRAM FOR ST. LOUIS, THIS IS A COMPREHENSIVE ECONOMIC PROFILE OF AN INNER CITY POVERTY ZONE DESIGNATED AS THE TARGET AREA (TA). DATA ARE PRESENTED ON AGE, SEX, RACE, INCOME, EDUCATION, AND OTHER SOCIOECONOMIC CHARACTERISTICS OF THE TA POPULATION, TOGETHER WITH INFORMATION ON THE BUSINESS CLIMATE, PROSPECTS FOR INDUSTRIAL DEVELOPMENT, THE LABOR FORCE AND EMPLOYMENT (INCLUDING THE COMMUTING PROBLEM), PATTERNS OF UNEMPLOYMENT, PUBLIC AND PRIVATE OCCUPATIONAL TRAINING PROGRAMS AND FACILITIES, INDUSTRIAL, COMMERCIAL, AND OTHER LAND USE PATTERNS, AND INDUSTRIAL FACILITIES. ALSO INCLUDED ARE 67 TABLES, NINE MAPS AND CHARTS, DATA SOURCES AND METHODOLOGY, ST. LOUIS URBAN RENEWAL PROJECTS, A SUMMARY OF VOCATIONAL AND TECHNICAL PROGRAMS TAUGHT IN PUBLIC SECONDARY SCHOOLS AND JUNIOR COLLEGES IN GREATER ST. LOUIS, AND THE ECONOMIC GOALS AND MISSION OF PARTICIPATING AGENCIES IN THE COMPREHENSIVE MANPOWER PROGRAM. (LY)
ERIC: ED031675 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-183-918, MF $0.65, HC $3.00).

1207 ECONOMIC DIARY OCT 16-OCT 22 1976
HOLMAN, W.
BUSINESS WEEK, NO.2457, NOV 8, 1976, P. 18-22.
CONSUMER PRICE INDEX, ECONOMIC GROWTH, ECONOMIC TRENDS, ECONOMICS, GNP, GOVERNMENT SPENDING, IMPORT, POLITICS, UNEMPLOYMENT
GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS ARE ON THE INCREASE. THE GENERAL ECONOMIC TREND IS DOWNWARD.
MGMT: BWE76K0818

1208 THE ECONOMIC EFFECTS OF RURAL-URBAN MIGRATION 1976
GAUDE, J.; PEEK, P.
INTERNATIONAL LABOUR REVIEW, VOL.114, NO.3, NOV-DEC 1976, P. 323-338. BIBLIOG. 23
DEVELOPING COUNTRIES, ECONOMIC DEVELOPMENT, ECONOMICS, EMPLOYMENT, INCOME DISTRIBUTION, MODELING, POPULATION, PRODUCTIVITY, WAGES
MIGRATION MAY ULTIMATELY CAUSE A WORSENING OF THE INCOME DISTRIBUTION BETWEEN URBAN AND RURAL SECTORS OF THE ECONOMY PRESENTS A MODEL TO ELUCIDATE THE TOTAL NET EFFECTS OF RURAL-URBAN MIGRATION. THE EFFECTS OF RURAL-URBAN PRICE DIFFERENTIALS, EDUCATIONAL OPPORTUNITIES AND SOCIAL AMENITIES ARE CONSIDERED.
MGMT: IRE76K3329

1209 ECONOMIC FACTORS INFLUENCING EDUCATIONAL ATTAINMENTS AND ASPIRATIONS OF FARM YOUTH. APR64
MOORE, E.J. ;AND OTHERS
ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 50P.
AFTER SCHOOL EDUCATION, ASPIRATION, EDUCATIONAL ATTITUDES, EDUCATIONAL DISADVANTAGEMENT, EDUCATIONAL FINANCE, EDUCATIONAL PLANNING, FAMILY ATTITUDES, FAMILY RESOURCES, HIGHER EDUCATION, POST HIGH SCHOOL GUIDANCE, RURAL EDUCATION, RURAL FAMILY, SECONDARY EDUCATION, VOCATIONAL EDUCATION, ECONOMIC RESEARCH SERVICE
IN 1962 A STUDY WAS CONDUCTED BY SURVEYING 756,000 FARM FAMILIES IN 30 STATES, WITH CHILDREN 15 THROUGH 21 YEARS OLD. THE OBJECTIVES WERE TO--(1) EXAMINE THE QUALITY AND QUANTITY OF ECONOMIC RESOURCES AVAILABLE TO FARM YOUTH FOR SECURING POST HIGH SCHOOL EDUCATION, (2) DETERMINE THE EDUCATIONAL ATTAINMENT AND ASPIRATIONS OF THESE FARM YOUTH FOR POST HIGH SCHOOL TRAINING, AND (3) RELATE THE EDUCATIONAL ASPIRATIONS OF THESE YOUNG PEOPLE TO PLANS FOR POST HIGH SCHOOL TRAINING. FOUR HIGHLIGHTS WERE IDENTIFIED--(1) SEVERAL FACTORS ACCOUNT FOR THE RELATIVE EDUCATIONAL DISADVANTAGEMENT OF RURAL YOUTH, COMPARED WITH URBAN YOUTH, (2) STUDIES INDICATE THAT FARM YOUTH HAVE LOWER LEVELS OF ATTAINMENT AND ASPIRATION THAN URBAN YOUTH, (3) DIFFERENCES IN LEVELS OF EDUCATIONAL ATTAINMENT AND ASPIRATION AMONG FARM YOUTH MAY BE RELATIVE TO THE QUALITY AND QUANTITY OF FINANCIAL RESOURCES AVAILABLE TO PROVIDE ADDITIONAL EDUCATION, AND (4) FARM OPERATORS WERE WILLING TO INCUR DEBT, IF NECESSARY, FOR EDUCATIONAL PURPOSES. PRESENTED ARE EDUCATIONAL ATTAINMENTS OF THE SURVEY POPULATION, EDUCATIONAL ASPIRATIONS,

(CONT.)
1209 CHARACTERISTICS OF FARM FAMILIES IN THE SURVEY POPULATION, SOURCES OF FINANCIAL ASSISTANCE FOR EDUCATION, PLANNERS AND EXPECTED ATTENDERS, AND IMPLICATIONS OF THE STUDY. (SF)
ERIC: ED015797

1210 ECONOMIC FORECAST FOR WASHINGTON STATE, CALENDAR YEAR 1976-1980 JAN 77
WASHINGTON STATE DEPT. OF REVENUE, OLYMPIA. RESEARCH AND INFORMATION DIV.**WASHINGTON STATE OFFICE OF PROGRAM PLANNING AND FISCAL MANAGEMENT, OLYMPIA.**WASHINGTON STATE EMPLOYMENT SECURITY DEPT., OLYMPIA.
NOTES: 47P
ECONOMIC FORECASTING, REGIONAL PLANNING, WASHINGTON(STATE), ECONOMIC INDICATORS, LABOR MARKET, NTISSLLC
THIS ECONOMIC FORECAST SETS FORTH THE ECONOMIC PROJECTIONS UNDERLYING THE GOVERNORS BUDGET FOR THE 1977-79 BIENNIUM. THE ECONOMIC FORECAST CONTAINED IN THIS REPORT IS USED AS THE BASIS FOR ESTIMATING BIENNIAL REVENUES AND ALSO IS APPLIED BY SEVERAL AGENCIES TO THEIR PLANNING AND MANAGEMENT AREAS. THE PROCESS OF DEVELOPING THE FORECAST IS A COOPERATIVE EFFORT. THREE MAJOR CATEGORIES OF ECONOMIC INDICATORS ARE PROJECTED INCOME AND PRICES, LABOR MARKET MEASURES, AND POPULATION. TOGETHER THESE INDICATORS DESCRIBE THE PERFORMANCE CHARACTERISTICS OF THE ECONOMY.
NTIS: PB-269 163/2ST NTIS PRICES PC A03/MF A01

1211 THE ECONOMIC IMPACT OF AN EXPANDED PROGRAM OF VOCATIONAL REHABILITATION. 71
WRIGHT, GEORGE N.;REAGLES, KENNETH W.
WISCONSIN UNIV., MADISON. REGIONAL REHABILITATION RESEARCH INST.
NOTES: 87P.
AGENCIES, COST EFFECTIVENESS, CULTURALLY DISADVANTAGED, ECONOMIC FACTORS, HUMAN SERVICES, MANPOWER UTILIZATION, PHYSICALLY HANDICAPPED, REHABILITATION COUNSELING, VOCATIONAL REHABILITATION
THROUGH AN ANALYTIC TECHNIQUE THIS MONOGRAPH STUDIES THE ECONOMIC IMPACT OF THE RATIO OF BENEFITS TO COSTS OF THE VOCATIONAL REHABILITATION PROCESS. THE PRIMARY PURPOSE OF THE RESEARCH WAS TO COMPARE THE RELATIVE VALUE OF THE REHABILITATION FOR THE CULTURALLY DISADVANTAGED TO THAT OF THE MEDICALLY DISABLED BY BENEFIT-COST ANALYSIS. THE RESULTS OF THE STUDY CONFIRM THE EFFECTIVENESS OF THE PUBLIC REHABILITATION PROCESS, WHICH CAN ALSO BE EFFECTIVE WITH THE CULTURALLY DISADVANTAGED, WHEN THE COUNSELOR FOCUSES ON THEIR VOCATIONAL ADJUSTMENT. THE PRESENT STUDY PRESENTS DRAMATIC EVIDENCE OF THE VIABILITY OF A WORKING PLAN IN WHICH SOCIAL AND REHABILITATION SERVICE AGENCIES CAN WORK TOGETHER TO DEAL WITH THE PROBLEM OF CULTURAL DISADVANTAGEMENT. (PREVIOUSLY ANNOUNCED AS ED 064 473.) (AUTHOR/LP)
ERIC: ED080906

1212 THE ECONOMIC IMPACT OF MANPOWER PROGRAMS ON BLACKS AND WOMEN 1975
ANDERSON, B.E.; PERRY, C.R.
ADHERENT, VOL.2, NO.3, DEC 1975, P. 56-66.
BLACKS, COMPENSATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT INTERVENTION, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, LABOR MARKET, MINORITIES, TRAINING AND DEVELOPMENT, WOMEN
EXAMINES EXISTING INFORMATION BEARING ON THE EFFECTS OF MANPOWER TRAINING PROGRAMS ON THE EARNINGS AND EMPLOYABILITY OF WOMEN AND BLACKS. GAINS ATTRIBUTABLE TO THE PROGRAMS THEMSELVES HAVE BEEN CHIEFLY IN THE BREAKDOWN OF BARRIERS TO OPPORTUNITIES FOR MINORITIES.
MGMT: ADH75L0056

1213 THE ECONOMIC IMPACT OF THE SOCIAL LEGISLATION OF THE 1960S ON BLACKS IN THE LABOR MARKET MAR 74
BELL, DURAN
RAND CORP SANTA MONICA CALIF
NOTES: 19P
NEGROES, INDUSTRIAL RELATIONS, SOUTHERN STATES, NONSOUTHERN STATES, CHANGES, NTISDODSD
AN EXAMINATION IS MADE OF THE ECONOMIC PROGRESS OF BLACK MEN AND WOMEN IN THE SOUTH AND NONSOUTH, DIFFERENCES BETWEEN THESE REGIONS, AND PROBABLE REASONS THEREFOR.
NTIS: AD-756 862/3ST NTIS PRICES PC$3.25/MF$2.25

1214 ECONOMIC ISSUES FOR THE FUTURE. SEMINAR ON MANPOWER POLICY AND PROGRAM (WASHINGTON, D.C. FEBRUARY 15, 1968). SEP 68
OKUN, ARTHUR M.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 36P.
CONFERENCE REPORTS, CONSUMER ECONOMICS, ECONOMIC FACTORS, ECONOMIC PROGRESS, EMPLOYMENT LEVEL, FEDERAL GOVERNMENT, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PUBLIC POLICY, SPEECHES, SEMINAR ON MANPOWER POLICY AND PROGRAM
A CONTINUING MAJOR CHALLENGE FOR EVERY INDUSTRIAL NATION IS THE RECONCILING OF HIGH EMPLOYMENT WITH PRICE STABILITY. THE UNITED STATES IS ENTERING ITS EIGHTH YEAR OF ECONOMIC EXPANSION, DUE IN PART TO THE STIMULUS ECONOMIC POLICIES OF THE FEDERAL GOVERNMENT. EMPLOYMENT LEVELS, WHILE NOT FULL, ARE AIMED AT 3.75 PERCENT UNEMPLOYMENT FOR 1968, SO THAT WE CAN CONSERVE THE POSSIBILITIES FOR GREATER EMPLOYMENT LATER AND NOT JEOPARDIZE THE OPPORTUNITY FOR MAINTAINING EXPANSION. ACCELERATING INFLATION IS NOT ACCEPTABLE AND POLICY MAKERS WILL FEEL PRESSURE TO HOLD THE ECONOMY DOWN AND TO ADOPT THE MAIN OBJECTIVE OF STOPPING INFLATION. CONSUMERS SAVINGS HAVE KEPT OUR ECONOMY FROM

(CONT.)

1214 GOING THROUGH THE ROOF AND THE PRESIDENT HAS APPEALED FOR VOLUNTARY RESTRAINT WITH A THREE-PRONGED PROGRAM INCLUDING STABILIZING THE GROWTH OF DEMAND, VOLUNTARY COOPERATION, AND AN ATTACK ON STRUCTURAL IMPEDIMENTS TO EFFICIENCY AND COST REDUCTION. THE LATTER INCLUDES THE ESTABLISHMENT OF A CABINET COMMITTEE ON PRICE STABILITY WHICH WILL DEAL WITH INFLATIONARY BIAS BUILT INTO OUR ECONOMY. IF WAGE-PRICE SPIRAL DISTURBANCES CAN BE LESSENED AND CONTINUED MANPOWER TRAINING CAN HELP SMOOTH THE PATH OUR PROGRAM SHOULD WORK. THE TEXT OF A QUESTION-ANSWER SESSION IS INCLUDED. (EM)
ERIC: ED025665

1215 AN ECONOMIC MIRACLE THE JAPANESE WAY 1976
FINGWALD, G.
BUSINESS WEEK, NO.2415, JAN 19, 1976, P. 128-F.
AGRICULTURE, CONSTRUCTION INDUSTRY, ECONOMIC GROWTH, ECONOMICS, EXPORT, GNP, GOVERNMENTAL CONTROL, INDUSTRIAL DEVELOPMENT, INDUSTRIAL DYNAMICS, LABOR FORCE, POVERTY, TAIWAN
TAIWAN IS IN GOOD SHAPE ECONOMICALLY WITH GNP AT $900 PER CAPITA, UNEMPLOYMENT DOWN, AND HIGH WAGES IN MANUFACTURING BY LOCAL STANDARDS. INDUSTRIALIZATION IS EVIDENT AS MOST TAIWANESE OWN MOTORCYCLES THE LAND REFORM PROGRAM HAS NARROWED THE GAP BETWEEN RICH AND POOR AND THE MAINLANDERS ANIMOSITY IS DIFFUSED.
MGMT: BWE76A1912

1216 THE ECONOMIC NEEDS OF NEIGHBORHOOD YOUTH CORPS ENROLLEES. FINAL REPORT. AUG 69
GOODMAN, LEONARD M.;MYINT, THELMA D.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 273P.
BIBLIOGRAPHIES, DISADVANTAGED YOUTH, EMPLOYMENT, EXPENDITURES, FEDERAL PROGRAMS, INCOME, INTERVIEWS, RECORDS (FORMS), SURVEYS, TABLES (DATA), NEIGHBORHOOD YOUTH CORPS, NYC
A MULTISTAGE STRATIFIED SAMPLE SURVEY OF 2,019 NEIGHBORHOOD YOUTH CORPS (NYC) ENROLLEES IN URBAN AND RURAL LOCATIONS WAS CONDUCTED TO STUDY THE ECONOMIC NEEDS OF THE ENROLLEES AND THE EXTENT TO WHICH NYC HAS SATISFIED THESE NEEDS, AND TO ASSESS THE ADEQUACY OF CURRENT POLICIES OF THE NYC IN RELATIONSHIP TO GOALS ESTABLISHED. ONE OUT OF EVERY FOUR HOUSEHOLDS CONTAINED NO WAGE EARNER OTHER THAN THE RESPONDENT, AND IN ANOTHER 15 PERCENT, THERE WERE ONLY SPORADIC AND PART-TIME WORKERS. FOR 88 PERCENT OF THOSE SURVEYED, THE NYC WAS THE ONLY SOURCE OF INCOME. THE ENROLLEES IN THE PROGRAM SPENT THEIR INCOME WISELY. THE LARGEST SINGLE EXPENDITURE WAS FOR HOUSEHOLD MAINTENANCE, WHICH INCLUDED PAYMENT FOR HOUSING, UTILITIES, AND FOOD: THE NEXT LARGEST WAS CLOTHING. RELATIVELY SMALL AMOUNTS WERE SPENT ON LUXURIES OR RECREATION. GENERALLY, THE ENROLLEES WERE PLEASED WITH NYC OPPORTUNITIES, AND THEIR MAJOR COMPLAINT WAS THAT THEY WERE NOT PERMITTED TO WORK LONGER HOURS. A SELECTED BIBLIOGRAPHY, INTERVIEW SCHEDULE, AND THE SAMPLING DESIGN ARE APPENDED. (BC)
ERIC: ED053261 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-186526, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

1217 ECONOMIC OUTLOOK: MACDONALDS PASS THE BALL BUDGET 1977
VASOFF, J.D.
CA MAGAZINE, VOL.110, NO.5, MAY 1977, P. 14+.
BUDGET, CANADA, ECONOMIC RECOVERY, ECONOMICS, INFLATION, UNEMPLOYMENT
WITH CANADAS PROBLEMS OF UNEMPLOYMENT AND INFLATION THE BUDGET OF FINANCE MINISTER MACDONALD STRESSES THE LIMITATIONS OF GOVERNMENT, AND IMPLIES THAT OTHER SECTORS MUST HELP IN ECONOMIC RECOVERY.
MGMT: CAM77E0014

1218 ECONOMIC POLICIES AND PRACTICES. PROGRAMS FOR RELOCATING WORKERS USED BY GOVERNMENTS OF SELECTED COUNTRIES. PAPER-8. 66
SCHNITZER, MARTIN
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
NOTES: 85P.
DEPRESSED AREAS (GEOGRAPHIC), EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, FINANCIAL SUPPORT, FOREIGN COUNTRIES, LABOR MARKET, MOBILITY, NATIONAL PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, RELOCATION, UNEMPLOYED, BELGIUM, CANADA, DENMARK, EUROPEAN COAL AND STEEL COMMUNITY, FRANCE, HOLLAND, NORWAY, SWEDEN, UNITED KINGDOM, UNITED STATES, WEST GERMANY
GOVERNMENT RELOCATION ASSISTANCE PROGRAMS, DESIGNED TO MOVE UNEMPLOYED WORKERS FROM AREAS WHERE SUITABLE EMPLOYMENT OPPORTUNITIES DO NOT EXIST TO AREAS WHERE JOBS ARE AVAILABLE, WERE EXAMINED IN DETAIL FOR SWEDEN, THE UNITED KINGDOM, FRANCE, CANADA, AND THE UNITED STATES AND BRIEFLY FOR NORWAY, DENMARK, HOLLAND, BELGIUM, WEST GERMANY, AND THE EUROPEAN COAL AND STEEL COMMUNITY. DATA WERE DERIVED FROM INTERVIEWS WITH LABOR MARKET AUTHORITIES IN EACH COUNTRY. GENERALLY, RELOCATION ASSISTANCE IN EACH COUNTRY COVERED THE COST OF TRANSPORTATION FROM THE HOME AREA TO THE NEW PLACE OF EMPLOYMENT, THE COST OF THE REMOVAL OF PERSONAL POSSESSIONS, AND A STARTING OR SETTLING-IN ALLOWANCE. MAJOR DETERRENTS TO MOBILITY INCLUDED (1) LACK OF ADEQUATE HOUSING IN AREAS WITH EMPLOYMENT OPPORTUNITIES, (2) RELUCTANCE TO LEAVE THE HOME AREA AND (3) LACK OF KNOWLEDGE OF THE AVAILABILITY OF RELOCATION ASSISTANCE. EFFORTS TO BRING JOBS TO DEPRESSED AREAS THROUGH INDUCEMENTS TO INDUSTRY SHOULD BE SUPPLEMENTED WITH EFFORTS TO MOVE THE UNEMPLOYED, OR UNDEREMPLOYED WORKER TO AREAS WHERE EMPLOYMENT IS AVAILABLE. NINETEEN TABLES ARE INCLUDED. (ET)
ERIC: ED026456 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE,

(CONT.)
1218 WASHINGTON, D.C., 20402 (Y4.EC7 EC7/14PAPER 8, $0.25).

1219 ECONOMIC POLICY AND UNEMPLOYMENT IN THE 1960S W 74
PHELPS, EDMUND S.
PUBLIC INTEREST:34:30-46
PUBLIC POLICY, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, UNEMPLOYMENT, PROGRAM EVALUATION, POLICY FORMATION, EMPLOYMENT PROBLEMS, POLITICAL ISSUES, ECONOMICS, POVERTY PROGRAMS
EVALUATES TWO PROGRAMS IN THE JOHNSONIAN WAR AGAINST POVERTY ONE MACROECONOMIC, ATTEMPTING TO CREATE AN ENVIRONMENT OF GREATER JOB OPPORTUNITIES AND HIGHER EMPLOYMENT: THE OTHER MICROECONOMIC, INVESTING IN LOW-INCOME WORKERS TO RAISE THEIR RELATIVE EARNING POWER. (AUTHOR/JM)
ERIC: EJ090423

1220 THE ECONOMIC PROGRESS OF MINORITY GROUPS 1976
THUROW, L.C.
CHALLENGE, VOL.19, NO.1, MARCH-APRIL 1976, P. 20-29.
BLACKS, EQUAL EMPLOYMENT OPPORTUNITY, FULL EMPLOYMENT, GOVERNMENT POLICY, HUMAN RESOURCE DEVELOPMENT, JOB SECURITY, LABOR MARKET, MINORITIES, POVERTY, PUBLIC WELFARE, RECESSION, UNEMPLOYMENT
BLACK UNEMPLOYMENT RATE HAS HELD CONSTANT. OF ALL THE MINORITIES BLACKS HAVE SUFFERED MORE DURING THE RECENT RECESSION. BLACKS HAVE EXPERIENCED A PERIOD OF RELATIVE ECONOMIC STAGNATION. EXISTING GOVERNMENT PROGRAMS OF TRANSFER PAYMENTS DO NOT PROVIDE JOBS. GOVERNMENT FUNDED JOBS ARE CITED AS SOLUTION TO THE PERMANENT AND ENDEMIC PROBLEMS OF UNEMPLOYMENT.
MGMT: CHA76C0020

1221 THE ECONOMIC RECOVERY 1976
CHALLENGE, VOL.19, NO.3, JULY/AUG 1976, P. 25-28.
BUSINESS CYCLE, CAPITAL INVESTMENTS, COLLECTIVE BARGAINING, CONSUMER PRICE INDEX, DEFICIT, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMIC RECOVERY, ECONOMICS, FEDERAL BUDGET, FINANCE, GNP, GOVERNMENT SPENDING, INFLATION, INTEREST RATES, LEADING INDICATORS, LEGISLATION, MONEY SUPPLY, UNEMPLOYMENT
THE CHIEF ECONOMIC ADVISOR TO THE PRESIDENT FEELS THAT THE RESTORATION OF CONFIDENCE IS A MAJOR FACTOR SPURRING THE RECOVERY, AND THE REIGNITION OF INFLATIONARY FORCES WOULD REVERSE THIS PROCESS AND THREATEN THE RECOVERY. THE VARIOUS ECONOMIC VARIABLES SUCH AS GNP, UNEMPLOYMENT RATE, WAGES, CAPITAL INVESTMENT, FEDERAL BUDGET, INTEREST RATES, TAXES, AND HUMPHREY-HAWKINS FULL EMPLOYMENT LEGISLATION ARE DISCUSSED.
MGMT: CHA76G0025

1222 THE ECONOMIC ROLE OF WOMEN. 73
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 30P.; REPRINTED FROM ECONOMIC REPORT OF THE PRESIDENT, 1973, CHAPTER 4
CHILD CARE, ECONOMIC CHANGE, ECONOMIC RESEARCH, EMPLOYMENT, FATHERLESS FAMILY, GOVERNMENT ROLE, INCOME, OCCUPATIONAL SURVEYS, SALARIES, SEX DISCRIMINATION, SEX ROLE, STATISTICAL DATA, STATISTICAL STUDIES, UNEMPLOYMENT, WOMENS EDUCATION, WORKING WOMEN, INCOME TAX
STATISTICAL INFORMATION PERTAINING TO ONE OF THE MOST IMPORTANT CHANGES IN THE AMERICAN ECONOMY IN THIS CENTURY--THE INCREASE IN THE NUMBER OF WOMEN WHO WORK OUTSIDE THE HOME--IS PRESENTED AS AN INTRODUCTION TO THE BROADER RANGE OF TOPICS WHICH WILL BE CONSIDERED BY THE ADVISORY COMMITTEE ON THE ECONOMIC ROLE OF WOMEN. JOB-RELATED ASPECTS OF WOMENS ECONOMIC ROLE DEALT WITH IN THE REPORT ARE PARTICIPATION IN THE LABOR FORCE, THE HISTORICAL PATTERN, THE WORKING WOMAN TODAY, UNEMPLOYMENT, THE WIDENING IN THE REPORTED MALE-FEMALE UNEMPLOYMENT DIFFERENTIAL, EDUCATION AND THE OCCUPATIONAL DISTRIBUTION, EARNINGS, AND DIRECT DISCRIMINATION VERSUS ROLE DIFFERENTIATION. SPECIAL PROBLEMS WHICH THE REPORT ADDRESSES ARE FEMALE-HEADED HOUSEHOLDS, INCOME TAX, AND CHILD CARE. GOVERNMENT ACTION IN PROMOTING EQUALITY OF OPPORTUNITY IS REVIEWED. A SUPPLEMENTARY TABLE IS OFFERED, REPRESENTING THE OCCUPATIONAL DISTRIBUTION OF WOMEN IN 1950, 1960, AND 1970. (AJ)
ERIC: ED094151

1223 THE ECONOMIC SITUATION OF SPANISH AMERICANS APR 73
FUSCAVAGE, PAUL M.; MELLOR, EARL F.
MONTHLY LABOR REVIEW:96:4:3-9
ECONOMIC STATUS, EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, FAMILY INCOME, LABOR FORCE, LOW INCOME GROUPS, SPANISH AMERICANS, UNEMPLOYMENT
LOW PAY, HIGH UNEMPLOYMENT, FEW MARKETABLE SKILLS, LANGUAGE BARRIER DEPRESS INCOMES OF SPANISH AMERICANS. (EDITOR)
ERIC: EJ076930

1224 ECONOMIC, DEMOGRAPHIC, AND SOCIOLOGICAL FACTORS INFLUENCING THE GEOGRAPHIC MOBILITY OF YOUNG WORKERS. APR 72
SMITH, LEWIS H.
MISSISSIPPI UNIV., UNIVERSITY, CENTER FOR MANPOWER STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 40P.
DEMOGRAPHY, GEOGRAPHIC DISTRIBUTION, LABOR FORCE, MIGRATION PATTERNS, MOBILITY, RELOCATION, SOCIOECONOMIC INFLUENCES, TECHNOLOGICAL ADVANCEMENT, YOUNG ADULTS
GEOGRAPHIC MOBILITY OF THE LABOR FORCE IS AN ADJUSTMENT MECHANISM ESSENTIAL TO THE

(CONT.)

1224 MAINTENANCE OF A GROWING ECONOMY WHICH IS UNDERGOING TECHNOLOGICAL CHANGE AND A RISING EDUCATIONAL LEVEL. THIS STUDY ANALYZES THE FACTORS WHICH INFLUENCE MOBILITY DECISIONS TO DETERMINE WHETHER THESE CHOICES ARE MADE ON THE BASIS OF RATIONAL ECONOMIC MOTIVES. TO HOLD CONSTANT THE EFFECTS OF AGE AND EDUCATION IN MOBILITY, BOTH OF WHICH ARE ALREADY KNOWN, THE STUDY USES A SAMPLE OF NONCOLLEGIATE TENNESSEE HIGH SCHOOL GRADUATES BETWEEN THE AGES OF 18 AND 26. THE DATA INDICATE THAT NONECONOMIC VARIABLES SUCH AS FAMILY TIES ACT TO REDUCE MOBILITY, BUT ONCE THE ECONOMIC VARIABLES BECOME STRONG ENOUGH TO OVERCOME SOCIOLOGICAL INFLUENCES, MOBILITY RESULTS. THIS SUPPORTS THE HYPOTHESIS THAT A LARGE DEGREE OF ECONOMIC RATIONALITY UNDERLIES INDIVIDUAL MOBILITY DECISIONS. (BM)
ERIC: ED065714

1225 ECONOMIC, SOCIAL AND POLICY ASPECTS OF CHILD CARE A QUANTITATIVE ANALYSIS OF CHILD CARE ARRANGEMENTS OF WORKING MOTHERS. REPORT OF A STUDY. MAR 74
ANGRIST, SHIRLEY S.:LAVE, JUDITH R.
CARNEGIE-MELLON UNIV., PITTSBURGH, PA. SCHOOL OF URBAN AND PUBLIC AFFAIRS. OFFICE OF CHILD DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 14P.
DAY CARE SERVICES, FINANCIAL PROBLEMS, PARENT ATTITUDES, PROGRAM IMPROVEMENT, PUBLIC OPINION, QUESTIONNAIRES, SCHOOL INDUSTRY RELATIONSHIP, SOCIOECONOMIC INFLUENCES, WORKING WOMEN
TO DETERMINE WHAT CHILD CARE ARRANGEMENTS ARE MADE BY EMPLOYED MOTHERS, HOW MUCH THEY SPEND FOR CHILD CARE, AND THEIR POTENTIAL USE OF OTHER ARRANGEMENTS INCLUDING DAY CARE, A STUDY WAS CONDUCTED IN THE PITTSBURGH AREA EARLY IN 1973. INCLUDED WERE FOUR WORK SETTINGS WHICH EMPLOY WOMEN IN A VARIETY OF OCCUPATIONS. A STRUCTURED QUESTIONNAIRE WAS MAILED TO 813 WOMEN WORKERS (1) WHITE COLLAR WORKERS AT TWO UNIVERSITIES, (2) UNSKILLED AND PROFESSIONAL WORKERS IN A HOSPITAL, AND (3) SEMI-SKILLED WORKERS IN A FOOD PROCESSING PLANT. THE DISTRIBUTION OF THE RESPONSES TO THE QUESTIONNAIRE, AN ANALYSIS OF THE FACTORS AFFECTING THE MODE OF CHILD CARE AND THE LEVEL OF CHILD CARE EXPENDITURES ARE INCLUDED IN THIS GENERAL DESCRIPTION OF THE STUDY AND ITS FINDINGS. IN GENERAL, THE RESPONDENTS WERE SATISFIED WITH THEIR CURRENT ARRANGEMENTS, BUT EXPRESSED SUPPORT FOR GOVERNMENT OR INDUSTRY-RELATED CHILD CARE ARRANGEMENTS WHICH WOULD BE EASILY ASSESSIBLE AND INEXPENSIVE. (CS)
ERIC: ED096017

1226 THE ECONOMICS OF CITIES AND SUBURBS 1976
LINDEN, F.
CONFERENCE BOARD RECORD, VOL.13, NO.3, MARCH 1976, P. 42-45.
CITIES, CONSUMER RESEARCH, ECONOMICS, INCOME, LABOR FORCE, POPULATION, UNEMPLOYMENT
COMPARES ECONOMIC MAKE UP OF CITIES AND SUBURBS BY LABOR FORCE, UNEMPLOYMENT, OCCUPATIONAL PROFILE, AND SPENDING POWER, CONCLUDING THAT THE GREATER AFFLUENCE IS IN THE SUBURBS.
MGMT: C3P76C0042

1227 THE ECONOMICS OF DISSENT 1975
CONNELL, C.R.
MSU BUSINESS TOPICS, VOL.23, NO.4, AUTUMN 1975, P. 27-40. BIBLIOG. 27
CAPITALISM, ECONOMICS, EQUAL EMPLOYMENT OPPORTUNITY, INDUSTRIAL RELATIONS, LABOR, MANAGEMENT, MARXISM, MONOPOLIES, POLITICS, SOCIAL RESPONSIBILITY, SOCIALISM
DISSENT FROM THE NEW LEFT MARXIST ECONOMISTS SERVES A USEFUL FUNCTION IN DEMONSTRATING SOME REAL PROBLEMS INHERENT IN THE PRESENT CAPITALISTIC SYSTEM. ARGUMENTS ARE PRESENTED AND AN ORTHODOX REBUTTAL LOOKS AT VIABLE OPTIONS FOR THE FUTURE.
MGMT: MSU75F0027

1228 THE ECONOMICS OF ENFORCEMENT OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964. DISCUSSION PAPERS NO. 313-75. OCT 75
BELLER, ANDREA H.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. AMERICAN ASSOCIATION OF UNIV. WOMEN, WASHINGTON, D.C.: FORD FOUNDATION, NEW YORK, N.Y.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.: OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 64P.
CIVIL RIGHTS, DISCRIMINATORY LEGISLATION, ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), LABOR ECONOMICS, LABOR MARKET, MINORITY GROUPS, NEGRO EMPLOYMENT, POLICY FORMATION, RACIAL DISCRIMINATION, SOCIAL DISCRIMINATION, CIVIL RIGHTS ACT OF 1964 TITLE VII
THE PURPOSE OF THIS PAPER IS TO ESTIMATE THE EFFECTS OF ENFORCEMENT OF TITLE VII TO DETERMINE WHETHER AND TO WHAT EXTENT IT HAS HELPED TO ACHIEVE THE ELIMINATION OF EMPLOYMENT DISCRIMINATION. THE MODEL DEVELOPED IN THIS PAPER IS CONSIDERED TO DEPART FROM THOSE OF PREVIOUS TITLE VII STUDIES IN TWO WAYS. FIRST, IT INCORPORATES THE EFFECTS OF THE LAWS ENFORCEMENT ON NONRESPONDENT COVERED FIRMS IN ADDITION TO THE EFFECTS ON RESPONDENT FIRMS. SECOND, IT ANALYZES SEPARATELY THE EFFECTS OF ENFORCEMENT OF THE LAWS EMPLOYMENT AND WAGE PROVISIONS. PRIMARY DATA SOURCES ARE A MATCHED SAMPLE OF COVERED FIRMS, 1966-70, AND THE U.S. CENSUSES. EVIDENCE IS SAID TO SUGGEST THAT, IN THE AGGREGATE, FROM ITS INCEPTION THROUGH FISCAL YEAR 1970, ENFORCEMENT OF TITLE VII AT BEST LEFT THE ECONOMIC POSITION OF BLACK MALES UNCHANGED AND AT WORST CAUSED IT TO DETERIORATE. WHILE ENFORCEMENT OF THE EMPLOYMENT PROVISION INCREASED RELATIVE EMPLOYMENT IN COVERED FIRMS AND RELATIVE EMPLOYMENT AND WAGES IN THE ECONOMY, ENFORCEMENT OF THE WAGE PROVISION HAD PRECISELY THE OPPOSITE EFFECTS. THE LATTER EFFECTS APPEAR TO HAVE DOMINATED THE FORMER, ALTHOUGH THE NET NEGATIVE IMPACT IS, IN GENERAL, STATISTICALLY

(CONT.)
1228 INSIGNIFICANT. TWO POSSIBLE DIRECTIONS FOR ENFORCEMENT GIVEN ARE (1) CONCENTRATING LIMITED RESOURCES ON ENFORCEMENT OF THE EMPLOYMENT PROVISION, AND, (2) ACCOMPANYING ENFORCEMENT OF THE WAGE PROVISION BY STRICT AND EXTENSIVE CONTROLS ON MINORITY EMPLOYMENT. (AUTHOR/AM)
ERIC: ED117266

1229 THE ECONOMICS OF FULL EMPLOYMENT 1976
SCHULTZE, C.L.
ADHERENT, VOL.3, NO.2, AUG 1976, P. 11-23.
ECONOMIC PLANNING, ECONOMIC RECOVERY, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT SPENDING, INCOME DISTRIBUTION, INFLATION, LABOR MARKET, LEGISLATION, PRICE CONTROL, PUBLIC ADMINISTRATION, SOCIAL ISSUES, TAX CUT, UNEMPLOYMENT, WAGE CONTROL
THE IMPORTANCE AND IMPLICATIONS OF FULL EMPLOYMENT ARE EXAMINED. THE STUMBLING BLOCK TO LOW UNEMPLOYMENT IS INFLATION. THE HUMPHREY-HAWKINS FULL EMPLOYMENT AND BALANCED GROWTH ACT 1976 IS DISCUSSED. MEASURES TO PREVENT THE INFLATION ACCLERATION THAT GOES WITH LOW UNEMPLOYMENT ARE DESCRIBED.
MGMT: A0M76M0011

1230 ECONOMICS OF HUMAN RESOURCES A BIBLIOGRAPHY. JAN 68
DARCY, ROBERT L.
NOTES: 14P.
BIBLIOGRAPHIES, COST EFFECTIVENESS, ECONOMIC PROGRESS, HUMAN CAPITAL, HUMAN RESOURCES, LABOR ECONOMICS, MANPOWER DEVELOPMENT, PRODUCTIVITY, TECHNOLOGICAL ADVANCEMENT
WITHOUT ATTEMPTING TO BE COMPREHENSIVE, THIS BIBLIOGRAPHY LISTS OVER 150 GOVERNMENT DOCUMENTS, PRIVATE PUBLICATIONS, AND JOURNAL ARTICLES ON MANPOWER AND HUMAN RESOURCES, SELECTED AS REPRESENTATIVE WORKS IN THE INTERDISCIPLINARY FIELD OF HUMAN RESOURCES. AREAS COVERED INCLUDE (1) GENERAL WORKS, (2) INVESTMENT IN HUMAN CAPITAL, (3) COST-EFFECTIVENESS OF EDUCATION, (4) ECONOMIC GROWTH, (5) MANPOWER IMPLICATIONS OF EDUCATION, (6) MANPOWER PROGRAMS AND POLICIES, (7) SOCIAL WELFARE PROGRAMS, (8) LABOR THEORY, AND (9) TECHNOLOGICAL CHANGE. (8H)
AIM/ARM: VT012616

1231 THE ECONOMICS OF JOB SATISFACTION OCT 74
HAMERMESH, DANIEL S.
MICHIGAN STATE UNIV., EAST LANSING. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. L-74-52
NOTES: FINAL REPT. JAN 74-JAN 75 97P
JOB SATISFACTION, ECONOMIC FACTORS, NTISLABASP
THIS STUDY DERIVES A THEORY OF THE ECONOMIC DETERMINANTS OF DIFFERENCES IN JOB SATISFACTION AMONG WORKERS. USING A MODEL OF OCCUPATIONAL CHOICE, IT IS NOTED HOW AT THE TIME OF CHOOSING THERE WILL BE ONLY RANDOM DIFFERENCES IN JOB SATISFACTION. AS WORKERS AGE, HOWEVER, DIFFERENTIAL SATISFACTION APPEARS TO ARISE. THOSE WORKERS WHO TOOK THE RISK BY CHOOSING A SKILL THAT INVOLVED OCCUPATION-SPECIFIC TRAINING WILL HAVE HIGHER SATISFACTION. ALSO, THOSE WHOSE WAGE IS HIGHER THAN THAT OF THE AVERAGE WORKER WITH IDENTICAL CHARACTERISTICS ALSO APPEAR TO DERIVE GREATER SATISFACTION FROM THE JOB. THE THEORY IS TESTED USING TWO DATA SETS COLLECTED FOR THE EMPLOYMENT STANDARDS ADMINISTRATION IN 1969 AND 1973, SEPARATING MEN AND WOMEN. AGE, OCCUPATION-SPECIFIC TRAINING AND WAGE DEVIATION ARE RELATED SIGNIFICANT POSITIVE EFFECTS ON THE JOB SATISFACTION SCORES. THE RESULTS SHOW THE USEFULNESS OF THINKING ABOUT JOB SATISFACTION FROM THE STANDPOINT OF ECONOMIC THEORY.
NTIS: P3-253 582/1ST NTIS PRICES PC$5.00/MF$2.25

1232 ECONOMICS OF JOB SEARCH A BIRACIAL ANALYSIS OF JOB SEARCH BEHAVIOR OF URBAN MALE YOUTH AGES 18-22. JAN 73
STEPHENSON, STANLEY P., JR.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 163P.; PH.D. DISSERTATION, INDIANA UNIV.; PRESENTED AT THE ECONOMETRIC SOCIETY MEETING (TORONTO, CANADA, 1972)
BEHAVIOR PATTERNS, DOCTORAL THESES, ECONOMIC RESEARCH, EXPENDITURES, JOB APPLICANTS, JOB MARKET, MALES, NEGRO EMPLOYMENT, OCCUPATIONAL ASPIRATION, QUESTIONNAIRES, RACIAL DIFFERENCES, URBAN YOUTH, WORK ATTITUDES, YOUTH EMPLOYMENT, JOB SEARCH
THIS STUDY PRESENTS AND TESTS AN ECONOMETRIC MODEL OF JOB SEARCH BEHAVIOR FOR YOUTH. THE MAIN HYPOTHESIS IS THAT DIFFERENCES IN SEARCH BEHAVIOR HELP ACCOUNT FOR YOUTH-ADULT EMPLOYMENT DIFFERENCES AND THAT WITHIN THE YOUTH GROUP, BLACK-WHITE UNEMPLOYMENT AND EARNINGS DIFFERENTIALS CAN BE PARTIALLY EXPLAINED BY JOB SEARCH BEHAVIOR. ENDOGENOUS VARIABLES CONSIDERED ARE COST OF THE SEARCH, THE SUPPLY WAGE RATE, THE LENGTH OF SEARCH, AND THE EXPECTED DURATION OF WORK ON THE NEXT JOB. EXPLANATORY VARIABLES FIT INTO FOUR CATEGORIES: ECONOMIC VARIABLES, ATTITUDINAL INDEXES, BEHAVIORAL VARIABLES, AND DEMOGRAPHIC DATUM. THE SURVEYED DATA WAS FROM 150 WHITE AND 150 BLACK, YOUNG, URBAN, UNEMPLOYED MEN FROM THE FIELD OFFICES OF THE INDIANA EMPLOYMENT SECURITY DIVISION IN INDIANAPOLIS DURING NOVEMBER, 1971. RESULTS SHOWED BLACK YOUTH TO HAVE LOWER WEEKLY SEARCH COSTS THAN WHITES, BUT LONGER SEARCH PERIODS AND CONSEQUENT HIGHER TOTAL SEARCH COSTS. SUPPLY WAGE DECLINES AS SEARCH LENGTH INCREASES. (AUTHOR/AG)
ERIC: ED084359 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 216 163, MF $1.45, HC $6.00)

1233 THE ECONOMICS OF LABOR FORCE PARTICIPATION A REVIEW ARTICLE SPR 71
FLEISHER, BELTON M.
JOURNAL OF HUMAN RESOURCES;6;2;139-148
BOOK REVIEWS, DEMOGRAPHY, ECONOMIC RESEARCH, LABOR ECONOMICS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, UNEMPLOYMENT
A REVIEW OF BOWEN AND FINEGANS CROSS-SECTIONAL ANALYSIS OF THE LABOR FORCE. (3H)
ERIC: EJ039815

1234 THE ECONOMICS OF MIGHT HAVE BEEN 1974
BELL, C.S.
(U.S.) MONTHLY LABOR REVIEW, VOL.97, NO.11, NOVEMBER 1974, P. 40-42.
ECONOMICS, ESTIMATION, LABOR FORCE, QUANTITATIVE METHODS, STATISTICS, UNEMPLOYMENT
COMPARISON OF THE MAKE-UP OF THE UNITED STATES LABOR FORCE OF 1956 WITH THAT OF 1973 SHOWS EFFECT ON UNEMPLOYMENT STATISTICS.
MGMT: UML74K0040

1235 THE ECONOMICS OF SCHOOLING DECISIONS: TEENAGE ENROLLMENT RATES 1975
EDWARDS, L.N.
JOURNAL OF HUMAN RESOURCES, VOL.10, NO.2, SPRING 1975, P. 155-173. BIBLIOG. 33
DECISION MODELS, ECONOMIC THEORY, ECONOMICS, EDUCATION, HUMAN RESOURCE DEVELOPMENT, INCOME, LABOR, MINORITIES, QUANTITATIVE METHODS, UNEMPLOYMENT
TEENAGE SCHOOLING DECISIONS EXPLAINED BY MODEL AND TESTED EMPIRICALLY BY 1960 STATE TEENAGE ENROLLMENT RATE VARIATION EXPLANATION.
MGMT: JHR7500155

1236 THE ECONOMICS OF SEX DISCRIMINATION 1972
MADDEN, JANICE FANNING
DUKE UNIV., DURHAM, N.C. DEPT. OF ECONOMICS.
CONTRACT NO. CL-91-37-72-26
NOTES: FINAL REPT. 1 JAN-1 SEP 72 202P
FEMALES, LABOR RELATIONS, PERSONNEL MANAGEMENT, INEQUALITIES, SEX DISCRIMINATION
THE STUDY OBJECTS TO THE APPLICATION OF THEORIES OF RACE AND RELIGIOUS DISCRIMINATION TO SEX DISCRIMINATION. THE PURPOSE ACCORDINGLY IS TO CONSTRUCT AND EVALUATE ALTERNATIVE MODELS OF SEX DISCRIMINATION. THE ASSUMPTIONS OF A COMPETITIVE MODEL AND TWO RELATED NON-COMPETITIVE MODELS ARE EXAMINED FOR THEIR APPLICABILITY TO SEX DISCRIMINATION AND FOR THEIR INTERNAL CONSISTENCY. THE NON-COMPETITIVE MODELS ARE FAVORED. THE REPORT ALSO SURVEYS EMPIRICAL STUDIES OF THE FEMALE LABOR MARKET AND PREVIOUS THEORETICAL WORK ON THE WOMAN PROBLEM. THE POLICY IMPLICATIONS OF ALTERNATIVE MODELS OF SEX DISCRIMINATION ARE ANALYZED.
NTIS: PB-213 477/3 NTIS PRICES PC$6.75/MF$0.95

1237 THE ECONOMICS OF THE DEFENSE BUDGET 1975
BUSINESS WEEK, NO.2370, MARCH 3, 1975, P. 42-43.
BUDGET, CONGRESS, ECONOMICS, FEDERAL BUDGET, GOVERNMENT CONTRACTS, GOVERNMENT SPENDING, INFLATION, MACROECONOMICS, MILITARY, PRODUCTION, RESEARCH AND DEVELOPMENT, UNEMPLOYMENT
THE IMPACT ON THE ECONOMY IS THE MOST IMPORTANT FACTOR THAT CONGRESS SHOULD CONSIDER IN VOTING ON THE DEFENSE BUDGET.
MGMT: BWE75C0342

1238 ECONOMICS OF TIME AND LABOR SUPPLY 1975
LEWIS, H.G.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 29-34. BIBLIOG. 10
ECONOMICS, INCENTIVES, INCOME TAX, LABOR FORCE, QUANTITATIVE METHODS, TIME AND MOTION STUDY
LABOR SUPPLY, HOURS WORKED, AND WAGES ARE RELATED AS ILLUSTRATED BY THE NEW JERSEY-PENNSYLVANIA NEGATIVE INCOME TAX EXPERIMENT (NIT). VARIOUS ASPECTS OF NIT INCLUDING DISINCENTIVE EFFECTS AND RESTRAINTS ARE CONSIDERED.
MGMT: AEP75E0029

1239 THE ECONOMICS THAT NEVER WAS 1975
ZELL, S.P.
(U.S.)MONTHLY LABOR REVIEW, VOL.98, NO.7, JULY 1975, P. 39-40.
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, RATIOS, UNEMPLOYMENT, WOMEN IN BUSINESS
CURRENT UNEMPLOYMENT MIGHT BE DEALT WITH BY PLANS PREPARED WITH THE AID OF WEIGHTED UNEMPLOYMENT RATES HIGHLIGHTING THE COMPLEX STRUCTURAL CHANGES IN UNEMPLOYMENT.
MGMT: UML75G0039

1240 ECONOMICS: WHAT THE MARXISTS SEE IN THE RECESSION 1975
BUSINESS WEEK, NO.2336, JUNE 23, 1975, P. 86-87.
ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMIC REFORM, ECONOMIC THEORY, ECONOMIC TRENDS, ECONOMICS, INFLATION, RECESSION, UNEMPLOYMENT
A DISCUSSION OF THE VIEWS OF MARXIST ECONOMISTS AS TO THE CAUSES, SOLUTIONS, AND FUTURE OF U.S. ECONOMIC DIFFICULTIES AND THE U.S. ECONOMY.
MGMT: BWE75F2396

1241 THE ECONOMY IN AN ELECTION YEAR 1976
BUSINESS WEEK, NO.2417, FEB 2, 1976, P. 50-55.
BUDGETARY CONTROL, BUDGETING, DEFICIT, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMIC

(CONT.)

1241 TRENDS, ECONOMICS, FINANCE, FISCAL POLICY, GNP, GOVERNMENT SPENDING, POLITICS, TAX CUT, UNEMPLOYMENT
WITH THE RECOVERY IN EARLY STAGES AND ELECTION TIME COMING UP, THE BUDGET SUBMITTED BY FORD WILL BE UNDER CLOSE SCRUTINY. HIS BUDGET OF $394.2 BILLION HAS BEEN BASED ON ECONOMIC, SOCIAL AND POLITICAL ASSUMPTIONS. THE POLITICAL ECONOMICS MAY HELP HIM IN THE NOMINATION, BUT HINDER HIM AT ELECTION TIME.
MGMT: BWE7680250

1242 EDITORIAL-EQUAL PAY 1976
EILON, S.
OMEGA, VOL.4, NO.3, P. 245-250. BIBLIOG. 2
CAPITALISM, COMMUNISM, COMPETITION, ECONOMIC THEORY, ECONOMICS, FULL EMPLOYMENT, INCENTIVES, INCOME DISTRIBUTION, LABOR MARKET, LIQUIDITY, PRODUCTIVITY, SALARY, SOCIALISM, SUPPLY AND DEMAND, WAGES
ALTHOUGH PROPONENTS OF EQUAL PAY USUALLY ADMIT TO A MIXTURE OF MOTIVES, IT IS CLEAR THAT THE TWO SETS OF MORAL AND PRAGMATIC ARGUMENTS ARE QUITE SEPARATE AND THAT ANY SUGGESTION THAT THEY ARE EVEN OR MUST BE COMPATIBLE IS BLATANTLY ERRONEOUS. EQUAL PAY FOR ALL IS NOT A VIABLE PROPOSITION. EQUAL PAY FOR ALL IGNORES THE POWER STRUGGLE AND ROLE OF INCENTIVES. THE PRICE OF LABOR IS EXAMINED IN LIGHT OF ECONOMIC THEORIES.
MGMT: OME7640245

1243 EDUCATING FOR THE REAL WORLD. 26 MAY 71
MARLAND, S. P., JR.
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. OFFICE OF THE COMMISSIONER OF EDUCATION.
NOTES: 13P.; SPEECH PRESENTED AT THE BANQUET OF THE JEFFERSON COUNTY CHAMBER OF COMMERCE (12TH ANNUAL, HARPERS FERRY, W. VA., MAY 26, 1971)
CAREER EDUCATION, CAREER PLANNING, COOPERATIVE EDUCATION, CURRICULUM DEVELOPMENT, EDUCATIONAL CHANGE, EDUCATIONAL NEEDS, MANPOWER DEVELOPMENT, PROGRAM DESIGN, PROGRAM DEVELOPMENT, SCHOOL COMMUNITY RELATIONSHIP, SCHOOL ROLE, SPEECHES, SYSTEMS APPROACH, VOCATIONAL EDUCATION, WORK EXPERIENCE
FOR A VARIETY OF REASONS, VOCATIONAL EDUCATION HAS NOT MADE IT IN AMERICA. OUR HIGH SCHOOLS HAVE NOT BEEN ABLE TO MAKE SURE THAT EVERY YOUNG MAN AND WOMAN WHO RECEIVES A DIPLOMA IS QUALIFIED EITHER FOR IMMEDIATE EMPLOYMENT OR FURTHER EDUCATION. TO SOLVE THE PROBLEMS OF THIS SITUATION, THE OFFICE OF EDUCATION IS GIVING MAJOR EMPHASIS TO THE DESIGN OF A WORKABLE CAREER EDUCATION SYSTEM THAT CAN BE TESTED AT A NUMBER OF FEDERALLY FINANCED PILOT INSTALLATIONS AND, WHEN SATISFACTORILY DEVELOPED, OFFERED TO THE ENTIRE COUNTRY. ALONG THESE LINES THREE MODEL CAREER EDUCATION PROGRAMS ARE BEING DEVELOPED--ONE FOR USE IN SCHOOLS, A SECOND TO BE GENERATED WITHIN THE BUSINESS COMMUNITY, AND A THIRD TO TAKE PLACE IN THE HOME. THESE MODELS REPRESENT THE FIRST ATTEMPT TO DEVISE A CAREER EDUCATION SYSTEM FOR VIRTUALLY ALL AMERICANS, FROM WHICH THE LEARNER SPINS OFF AT ANY LEVEL OF MATURITY, WHETHER AS AN AUTO MECHANIC OR A PHYSICIAN, AT THE LEVEL OF GROWTH HE CHOOSES. (JS)
ERIC: ED053309

1244 EDUCATING THE EMPLOYED DISADVANTAGED FOR UPGRADING. A REPORT ON REMEDIAL EDUCATION PROGRAMS IN THE PAPER INDUSTRY. 72
ROWAN, RICHARD L.;NORTHRUP, HERBERT R.
PENNSYLVANIA UNIV., PHILADELPHIA. WHARTON SCHOOL OF FINANCE AND COMMERCE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 183P.
ADULT BASIC EDUCATION, EDUCATIONALLY DISADVANTAGED, INPLANT PROGRAMS, NEGRO EMPLOYMENT, NEGROES, PROGRAM EFFECTIVENESS, PROMOTION (OCCUPATIONAL), SOUTHERN STATES, PAPER INDUSTRY
THIS STUDY IS AN ATTEMPT TO DETERMINE THE IMPACT OF ADULT BASIC EDUCATION PROGRAMS ON THE UPWARD MOBILITY OF DISADVANTAGED WORKERS. THE PROGRAMS STUDIED WERE UTILIZED BY SOUTHERN PAPER COMPANIES TO INCREASE THE PROMOTION POTENTIAL OF NEGROES WHO WERE ORIGINALLY EMPLOYED FOR UNSKILLED JOBS WITHOUT OPPORTUNITIES FOR ADVANCEMENT. THE STUDY FOUND THAT THE PROGRAMS PROMISED MORE THAN THEY COULD DELIVER AND THAT THERE WAS NO RELATION BETWEEN THE TAKING OF COURSES, TEST SCORES, AND JOB ADVANCEMENT. THE FEW DISADVANTAGED NEGROES WHO COMPLETED THE COURSES SHOWED LITTLE IMPROVEMENT IN ARITHMETIC AN VIRTUALLY NONE IN READING. PROGRAMED TEACHING METHODS WERE UNSUCCESSFUL, AND THE PACKAGED COURSES DISREGARDED THE TRAINEES CULTURAL CHARACTERISTICS. (BH)
ERIC: ED065663 H. R. NORTHRUP, DIRECTOR, UNIV. OF PENN., INDUSTRIAL RESEARCH UNIT, WHARTON SCHOOL OF FINANCE AND COMMERCE, PHILADELPHIA, PA. 19104 ($5.95)

1245 EDUCATING THE EMPLOYED DISADVANTAGED FOR UPGRADING. A REPORT ON REMEDIAL EDUCATION PROGRAMS IN THE PAPER INDUSTRY. 72
ROWAN, RICHARD L.;NORTHRUP, HERBERT R.
PENNSYLVANIA UNIV., PHILADELPHIA. WHARTON SCHOOL OF FINANCE AND COMMERCE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 183P.; INDUSTRIAL RESEARCH REPORTS: MISCELLANEOUS SERIES
ADULT BASIC EDUCATION, CASE STUDIES, CULTURAL ENRICHMENT, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, ENVIRONMENTAL INFLUENCES, INDUSTRY, JOB TRAINING, MATHEMATICS, MOTIVATION, NEGROES, OBJECTIVES, PAPER (MATERIAL), PROGRAMED INSTRUCTION, READING ABILITY, REMEDIAL INSTRUCTION, TEST RESULTS, UNSKILLED OCCUPATIONS
A STUDY TO DETERMINE THE IMPACT OF ADULT BASIC EDUCATION PROGRAMS ON THE UPWARD MOBILITY OF DISADVANTAGED WORKERS IS PRESENTED. THE PAPER INDUSTRY WAS CHOSEN FOR CASE ANALYSIS

(CONT.)

1245 BECAUSE OF THE NATURE OF THE UPGRADING PROBLEMS, THE VAST ADJUSTMENTS REQUIRED BY THE CIVIL RIGHTS ACT OF 1964, AND THE FACT THAT THESE ABE PROGRAMS HAVE BEEN OPERATIONAL FOR SEVERAL YEARS, THE PROGRAMS STUDIED WERE UTILIZED BY COMPANIES IN AN ATTEMPT TO INCREASE THE POTENTIAL FOR PROMOTION OF NEGROES WHO WERE ORIGINALLY EMPLOYED FOR UNSKILLED JOBS AND CONSIGNED TO PERMANENT OCCUPATION OF THOSE JOBS. THE OBJECTIVE WAS TO IMPROVE THE EDUCATIONAL QUALIFICATIONS OF SUCH EMPLOYEES SO THAT THEY COULD HANDLE JOBS ON PROGRESSION LINES OR IN MAINTENANCE. RESULTS WERE (1) THE ABE PROGRAMS PROMISED MORE THAN THEY COULD DELIVER; AND (2) THE RELATION OF TRAINING TO PROMOTION WAS NEITHER BROUGHT OUT CAREFULLY BEFOREHAND NOR DEMONSTRATED AFTER THE PROGRAMS WERE IN EFFECT. THE FOLLOWING POINTS WERE ALSO BROUGHT OUT (1) RELATIVELY FEW NEGRO DISADVANTAGED WORKERS COMPLETED THE COURSES; (2) THOSE WHO COMPLETED THE COURSES SHOWED LITTLE IMPROVEMENT IN ARITHMETIC AND VIRTUALLY NONE IN READING; (3) THERE WAS NO RELATIONSHIP BETWEEN THE TAKING OF COURSES, IMPROVEMENT IN TEST SCORES, AND JOB ADVANCEMENT; (4) THE PACKAGED COURSES DISREGARDED THE CULTURAL CHARACTERISTICS OF THE TRAINEES; (5) PROGRAMMED TEACHING METHODS WERE LARGELY UNSUCCESSFUL; AND (6) THE PARTICULAR CONDITIONS AND INCENTIVES WERE NOT SUCH AS TO PRODUCE SUCCESSFUL LITERACY TRAINING. (AUTHOR/CK)
ERIC: ED062619

1246 EDUCATING WOMEN FOR ADMINISTRATION 1975
STEAD, B.A.
BUSINESS HORIZONS, VOL.19, NO.2, APR 1975, P. 51-56.
EDUCATION, EEO, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, WOMEN IN BUSINESS
DESCRIPTION OF A COURSE AND ITS OBJECTIVES ENTITLED WOMEN IN ADMINISTRATION OFFERED AT THE UNIVERSITY OF HOUSTON IN THE COLLEGE OF BUSINESS ADMINISTRATION.
PGMT: 3H07500051

1247 EDUCATING WOMEN FOR IDENTITY IN WORK MAY 71
MARTIN, ANN M.;MARTIN, A. G.
AMERICAN VOCATIONAL JOURNAL;46;5;38 40-42
CURRICULUM DEVELOPMENT, EDUCATIONAL DISADVANTAGEMENT, EDUCATIONAL PROBLEMS, EMPLOYMENT OPPORTUNITIES, IDENTIFICATION (PSYCHOLOGICAL), PROGRAM IMPROVEMENT, SEX DIFFERENCES, VOCATIONAL EDUCATION, WORKING WOMEN, EDUCATIONAL BARRIERS
WOMEN HAVE PSYCHOLOGICAL BARRIERS TO SUCCESS PERHAPS GREATER THAN THE OBSTACLES POSED FROM OUTSIDE. THEY SHOULD BE MADE TO SEE THAT ESSENTIALLY THEY ARE FREER THAN MEN TO CHOOSE THE ROLES THEY WILL PLAY AT DIFFERENT PERIODS OF THEIR LIVES. (EDITOR)
ERIC: EJ039177

1248 EDUCATION AND CETA A COORDINATION GUIDE FOR ADULT EDUCATION AND VOCATIONAL ADMINISTRATORS. 76
URBAN MANAGEMENT CONSULTANTS OF SAN FRANCISCO, INC., CALIF. OFFICE OF HUMAN DEVELOPMENT (DHEW), WASHINGTON, D.C. OFFICE OF MANPOWER.
NOTES: 52P.; FOR A RELATED DOCUMENT SEE CE 009 363
ADMINISTRATOR GUIDES, ADULT EDUCATION, ADULT EDUCATION PROGRAMS, ADULT VOCATIONAL EDUCATION, COOPERATIVE PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, GUIDELINES, INTERAGENCY COORDINATION, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM PLANNING, VOCATIONAL EDUCATION, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
WRITTEN FOR EDUCATION ADMINISTRATORS, PRIMARILY FOR THOSE DEALING WITH FEDERALLY FUNDED ADULT EDUCATION AND VOCATIONAL EDUCATION PROGRAMS AT STATE AND LOCAL LEVELS, THIS GUIDE IS INTENDED TO SERVE FOUR MAJOR PURPOSES (1) EXPLAIN THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) AND HOW IT WORKS, (2) POINT OUT POTENTIAL AREAS FOR COORDINATION WHICH MAY BENEFIT THE CONSTITUENTS AND ADMINISTRATORS OF CETA, ADULT EDUCATION, AND VOCATIONAL EDUCATION, (3) PRESENT A BRIEF AND PRACTICAL ANALYTICAL FRAMEWORK FOR IDENTIFYING OTHER COORDINATIVE ARRANGEMENTS, AND (4) REVIEW THE KEY MANAGEMENT TECHNIQUES THAT HAVE PROVEN THEIR VALUE IN NEGOTIATION AND IMPLEMENTATION OF COORDINATION ARRANGEMENTS. THE APPROACH SUGGESTED HAS SIX STEPS ACQUIRE KNOWLEDGE ABOUT CETA, ASSESS YOUR OWN PROGRAMS NEEDS OR UNMET OBJECTIVES, ANALYZE AREAS OF COMMONALITY WHERE CETA MIGHT FIT YOUR PROGRAMS NEEDS, DISCOVER POSSIBLE OPPORTUNITIES TO COORDINATE WITH CETA, WEIGH THE COSTS AND BENEFITS OF COORDINATION, AND, IF APPLICABLE, NEGOTIATE AND IMPLEMENT A JOINT PROJECT. ONE SECTION OF THE GUIDE FOCUSES ON DESCRIPTION OF CETA PROGRAMS AND THE RELATIONSHIPS BETWEEN THEM AND ADULT EDUCATION AND VOCATIONAL EDUCATION PROGRAMS. ELEVEN SPECIFIC EXAMPLES OF COORDINATION OPPORTUNITIES ARE PRESENTED IN ANOTHER SECTION, E.G. COMBINING RESOURCES TO DEVELOP A CAREER EDUCATION REFERRAL CENTER. ANALYSIS, IDENTIFICATION, AND IMPLEMENTATION OF COORDINATION ARRANGEMENTS ARE DISCUSSED IN THE FINAL SECTION, AND AN ILLUSTRATIVE AGREEMENT IS APPENDED. (WL)
ERIC: ED133501

1249 EDUCATION AND FEMALE PARTICIPATION IN THE LABOUR FORCE 1976
STANDING, G.
INTERNATIONAL LABOUR REVIEW, VOL.114, NO.3, NOV-DEC 1976, P. 231-298. BIBLIOG. 45
DEVELOPING COUNTRIES, DISCRIMINATION, EDUCATION, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, OPPORTUNITY COST, SOCIAL ISSUES, TRAINING AND DEVELOPMENT, WOMEN
THREE HYPOTHESES CONCERNING THE IMPACT OF EDUCATION ON PARTICIPATION OF WOMEN IN LABOR FORCE ARE DISCUSSED. EMPIRICAL RESEARCH FAILS TO DEMONSTRATE ANY CONSISTENT ASSOCIATION BETWEEN EDUCATION AND FEMALE LABOR FORCE PARTICIPATION. EDUCATION RAISES INCOME ASPIRATION, ENHANCES EMPLOYMENT OPPORTUNITIES AND INCREASES OPPORTUNITY COST OF INACTIVITY.
PGMT: IPE76K0291

1250 EDUCATION AND INDUSTRY TROUBLED PARTNERSHIP ALG 15 70
CARLSON, ELLIOTT
SATURDAY REV;53;33;45-7, 58-60
AUDIOVISUAL AIDS, COOPERATIVE PROGRAMS, EDUCATIONAL INNOVATION, MINORITY GROUPS, PROGRAM EVALUATION, RECRUITMENT, SCHOOL INDUSTRY RELATIONSHIP, STUDENT ATTITUDES, TEACHING TECHNIQUES, VOCATIONAL EDUCATION
A DETAILED ANALYSIS IS MADE OF CURRENT PROGRAMS IN EDUCATION CARRIED ON BY PRIVATE COMPANIES ON SCHOOL PREMISES. (CK)
ERIC: EJ023769

1251 EDUCATION AND MANPOWER STRATEGIES AND PROGRAMS FOR DEPRIVED URBAN NEIGHBORHOODS THE MODEL CITIES APPROACH. FINAL REPORT. MAY 68
NATIONAL LEAGUE OF CITIES, WASHINGTON, D.C. DEPT. OF URBAN STUDIES. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-1-7-071199-5153
NOTES: 149P.
ADULT VOCATIONAL EDUCATION, CITY IMPROVEMENT, CONFERENCE REPORTS, ECONOMIC DISADVANTAGEMENT, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, INTERAGENCY COORDINATION, JOB TRAINING, MANPOWER DEVELOPMENT, NEIGHBORHOOD IMPROVEMENT, PROGRAM PLANNING, SPEECHES, UNEMPLOYMENT, URBAN EDUCATION, URBAN ENVIRONMENT, URBAN RENEWAL, URBAN SLUMS
THIS REPORT ATTEMPTS TO IDENTIFY EFFECTIVE STRATEGIES THAT MIGHT BE USED BY CITY AND SCHOOL ADMINISTRATORS IN PLANNING, INITIATING, AND COORDINATING COMPREHENSIVE DEPRIVED NEIGHBORHOOD MANPOWER AND EDUCATION PROGRAMS. IT IS THE RESULT OF A 4-DAY WORKSHOP OF LEADERS IN LOCAL GOVERNMENT AND SCHOOL SYSTEMS, HELD IN LATE 1967 AT THE UNIVERSITY OF MARYLAND, AND INVOLVING 42 PERSONS FROM 15 CITIES THAT HAD SUBMITTED MODEL CITIES PLANNING GRANT APPLICATIONS. FIFTEEN PAPERS (INCLUDED IN THIS REPORT) WERE DELIVERED BY SOME OF THE 28 EXPERT PRACTITIONERS, ACADEMICIANS, AND FEDERAL ADMINISTRATORS IN THE FIELDS OF EDUCATION AND MANPOWER WHO SERVED AS THE WORKSHOP FACULTY. THE WORKSHOP FOCUSED ON NEW STRATEGIES AND PROGRAMS, INNOVATIVE APPROACHES TO A COOPERATIVE ACTION BY ALL AGENCIES, AND COMPREHENSIVE MANPOWER AND EDUCATION DEVELOPMENT OPERATIONS. BUT NO SINGLE STRATEGY FOR SUCCESS WAS UNCOVERED. EXPERIMENTATION, COLLABORATION, AND COMPROMISE WERE RECOGNIZED AS ESSENTIAL AND CERTAIN GUIDELINES FOR CITIES WERE DEVELOPED, INCLUDING (1) CITIZEN PARTICIPATION IN THE PLANNING AND IMPLEMENTATION OF PROGRAMS SHOULD BE ENCOURAGED, (2) COOPERATION AND COORDINATION BETWEEN CITY HALL, THE SCHOOLS, AND OTHERS MUST BE ACHIEVED, AND (3) THE MODEL CITIES APPROACH EMBODIES THE NECESSARY ELEMENTS AND IS THE BEST CURRENT EXAMPLE OF THE PATHS TO BE FOLLOWED TO SOLVE THE URBAN DILEMMA. (ET)
ERIC: ED025629

1252 EDUCATION AND MANPOWER. FINAL REPORT, CENTER RESEARCH AND DEVELOPMENT REPORT NO. 14. 72
JONES, CHARLES I.
NORTH CAROLINA STATE UNIV., RALEIGH. CENTER FOR OCCUPATIONAL EDUCATION. NATIONAL CENTER FOR EDUCATIONAL RESEARCH AND DEVELOPMENT (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEVELOPMENT RESOURCES.
GRANT NO. OEG-2-7-070348-2698
NOTES: 80P.
COMMUNITY CHANGE, COMMUNITY STUDY, EDUCATIONAL NEEDS, HIGH SCHOOL CURRICULUM, JOB TRAINING, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, RELEVANCE (EDUCATION), SCHOOL INDUSTRY RELATIONSHIP, SCHOOL SURVEYS, VOCATIONAL EDUCATION
THIS IS THE FINAL REPORT OF ONE PHASE OF A PROJECT TO IMPROVE OCCUPATIONAL EDUCATION IN COMMUNITIES CHANGING FROM A PREDOMINATELY AGRARIAN ECONOMY TO A MORE INDUSTRIALIZED, DIVERSIFIED ECONOMY. THIS PHASE OF THE PROJECT STUDIED THE EXTENT TO WHICH THE EDUCATIONAL PROGRAMS IN THE SCHOOL SYSTEM REFLECTED CHANGES APPROPRIATE TO PREPARING PERSONS FOR EXISTING OCCUPATIONS. DATA FROM SURVEYS OF KEY EMPLOYERS AS TO THE EXPECTED NEED FOR WORKERS IN VARIOUS OCCUPATIONAL CATEGORIES AND FROM SURVEYS OF THE VOCATIONAL OFFERINGS IN THE PUBLIC SCHOOLS AND TECHNICAL INSTITUTES WERE ANALYZED. IT WAS FOUND THAT (1) THE OCCUPATIONS FOR WHICH VOCATIONAL TRAINING IS APPROPRIATE HAVE INCREASED AT A RATE EXCEEDING THE GROWTH RATE OF THE POPULATION, (2) VOCATIONAL OFFERINGS AT THE HIGH SCHOOL LEVEL ARE APPROPRIATE TO ONLY 25 PERCENT OF THE JOBS IN THE MANPOWER STRUCTURE AND OFFERINGS AT THE TECHNICAL INSTITUTE ARE APPROPRIATE TO ONLY 16 PERCENT, AND (3) THERE IS LITTLE COORDINATION BETWEEN THE BUSINESS COMMUNITY AND THE SCHOOLS IN PLANNING FOR PROGRAMS APPROPRIATE TO EMERGING ECONOMIC AND SOCIAL CHANGES IN THE AREA STUDIED. IN VIEW OF THE FINDINGS, IT WAS RECOMMENDED THAT THERE BE A REORIENTATION OF THE CURRICULUM TOWARD REALISTIC OCCUPATIONAL GOALS TO MEET BUSINESS AND INDUSTRIAL NEEDS. RELATED DOCUMENTS ARE AVAILABLE AS ED 055 223 AND ED 067 455. (MF)
ERIC: ED080724

1253 EDUCATION AND THE DEVELOPMENT OF IN-RESIDENCE TRAINING PROGRAMS, PART I, PART II. 67
HELICAN, ROBERT L.;PURCELL, FRANCIS P.
SCIENCE RESEARCH ASSOCIATES, INC., CHICAGO, ILL.
CAMPING, CHURCHES, COLLEGES, DORMITORIES, DROPOUTS, ECONOMICALLY DISADVANTAGED, ECONOMICS, EDUCATION, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, FEDERAL GOVERNMENT, FEDERAL PROGRAMS, RESIDENTIAL PROGRAMS, UNEMPLOYMENT, UNIVERSITIES, CHICAGO, CIVILIAN CONSERVATION CORPS, NATIONAL JOB TRAINING CORPS, NATIONAL YOUTH ADMINISTRATION, NEIGHBORHOOD YOUTH CORPS
THE TWO PARTS OF THIS DISCUSSION CONSIDER THE DEVELOPMENT OF RESIDENTIAL PROGRAMS FOR VOCATIONAL AND SOCIAL TRAINING TO MEET THE PROBLEMS OF THE LOW-INCOME SCHOOL DROPOUT.

(CONT.)

1253 PART I REVIEWS THE HISTORICAL BACKGROUND OF RESIDENCY PROGRAMS IN SUCH EDUCATIONAL INSTITUTIONS AS COLLEGES, UNIVERSITIES, CHURCHES, AND SUMMER CAMPS. PART II DEALS WITH THE ANTECEDENTS OF THE JOB CORPS (THE CIVILIAN CONSERVATION CORPS AND THE NATIONAL YOUTH ADMINISTRATION) AND THE MOTIVATIONS FOR THEIR ESTABLISHMENT--THE NEED FOR PUBLIC WORKS PROGRAMS AND FOR EDUCATION AND TRAINING OF LOW-INCOME YOUTH. IT WAS NOTED THAT DURING PREVIOUS PERIODS OF HIGH YOUTH UNEMPLOYMENT, THE OUTBREAK OF WARS DIMINISHED THE SERIOUSNESS OF THE PROBLEM, BUT, DURING THE 1960S, TECHNOLOGICAL UNEMPLOYMENT HAS INCREASED THE NEED FOR ACTION TO FILL THE JOB NEEDS OF YOUTH. THE ENORMITY OF THE PRESENT AND PREDICTED DROPOUT POPULATION REQUIRES, IT IS FELT, CONSIDERABLY MORE EXTENSIVE PROGRAMS THAN THE JOB CORPS CAN NOW PROVIDE. THIS ARTICLE WAS PUBLISHED IN PURCELL LETTERS, NUMBERS 9 AND 10, JANUARY 30 AND FEBRUARY 13, 1967 AND IS CIRCULATED PRIVATELY TO EDUCATORS BY SUBSCRIPTION FROM SCIENCE RESEARCH ASSOCIATES, 259 EAST ERIE STREET, CHICAGO, ILLINOIS 60611. (NM)
ERIC: ED012280

1254 EDUCATION AND THE EARNINGS OF POVERTY-AREA RESIDENTS. SEP 75
CANTIGER, SHELDON
WISCONSIN UNIV., MADISON, INST. FOR RESEARCH ON POVERTY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 30P.
COMPARATIVE ANALYSIS, ECONOMICALLY DISADVANTAGED, ECONOMIC DISADVANTAGEMENT, EDUCATIONAL BACKGROUND, EDUCATIONAL BENEFITS, EDUCATIONAL DEMAND, EDUCATIONAL ECONOMICS, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL SUPPLY, INCOME, INVESTMENT, LOW INCOME, LOW INCOME GROUPS, OCCUPATIONAL SURVEYS, POVERTY RESEARCH, RACIAL DIFFERENCES, SOCIAL OPPORTUNITIES, SOCIOECONOMIC STATUS, TRAINING
THIS PAPER EMPLOYS DATA FROM THE CENSUS EMPLOYMENT SURVEY (CES) TO ANALYZE THE EFFECT OF EDUCATION ON THE EARNINGS OF POVERTY-AREA RESIDENTS. SECTION I COMPARES THE DEFINITIONS OF THE POVERTY AREA USED BY THIS SURVEY WITH THAT OF THE SURVEY OF ECONOMIC OPPORTUNITY (SEO). SECTION II EXAMINES THEIR IMPLICATIONS FOR TRUNCATION BIAS. IN SECTION III, THE CES DATA ARE DESCRIBED AND THE EFFECT OF EDUCATION ON THE EARNINGS OF POVERTY-AREA RESIDENTS IS ESTIMATED. IT IS SHOWN THAT FOR THE SAMPLE UNDER CONSIDERATION, EDUCATION HAS A SIGNIFICANT IMPACT ON THE ECONOMIC WELFARE OF BOTH WHITES AND BLACKS DESPITE THE PRESENCE OF TRUNCATION BIAS. IT IS CONCLUDED THAT TO SAY THAT EDUCATION AND TRAINING ARE PROFITABLE INVESTMENTS IS NOT TO SAY THAT THEY ARE THE OPTIMAL INVESTMENT. THE LARGE IMPACT OF INDUSTRY ON EMPLOYMENT IN THE REGRESSION ANALYSIS IS CONSIDERED TO SUGGEST THAT POLICIES THAT ALTER LABOR DEMANDS MAY YIELD HIGHER RETURN TO POVERTY-AREA RESIDENTS THAN POLICIES THAT EMPHASIZE EDUCATION AND TRAINING. (AUTHOR/AM)
ERIC: ED117250

1255 EDUCATION AND TRAINING FOR FULL EMPLOYMENT. 67
WOLFBEIN, SEYMOUR L.
ADULT VOCATIONAL EDUCATION, ECONOMICALLY DISADVANTAGED, ECONOMIC PROGRESS, EMPLOYMENT LEVEL, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FINANCIAL POLICY, INCOME, INDUSTRIAL TRAINING, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MOTIVATION, PARTICIPANT CHARACTERISTICS, POVERTY PROGRAMS, PROGRAM EVALUATION, RETRAINING, SOCIAL CHANGE, UNEMPLOYMENT, VOCATIONAL EDUCATION, JOB CORPS, MANPOWER DEVELOPMENT AND TRAINING ACT, PROJECT HEAD START, VISTA
DURING THE EARLY 1960S, THREE PRIMARY CHANGES OCCURRED IN THE UNITED STATES WHICH CALLED FOR A BASIC REORIENTATION IN ATTITUDES, POLICIES, AND PROGRAMS OF ACTION. INVOLVED WERE (1) AN ECONOMIC POLICY TO REDUCE UNEMPLOYMENT THROUGH ECONOMIC GROWTH (1964 REVENUE ACT), (2) AN ACTIVE MANPOWER POLICY TO PROVIDE A TRAINED LABOR SUPPLY (1965 MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) AND OTHERS), AND (3) A CHALLANGE TO THE STANDING RELATIONSHIPS BETWEEN WORK AND INCOME (RENEWED DISCUSSION OF THE NEGATIVE INCOME TAX). PARTS I AND II OF THIS BOOK PRESENT 10 PRINCIPLES OF THE EDUCATION AND TRAINING PROCESS, HISTORICAL FOUNDATIONS OF THE PROGRAMS, AND THEIR SOCIAL AND ECONOMIC CONSEQUENCES. PART III IS A FIRST APPRAISAL OF THE PROGRESS SO FAR OF SPECIFIC PROGRAMS. MDTA INSTITUTIONAL AND ON-THE-JOB TRAINING PROGRAMS ARE EXAMINED IN TERMS OF NUMBER OF PARTICIPANTS, THEIR AGE, SEX, COLOR, EDUCATIONAL LEVELS, LABOR FORCE STATUS, OCCUPATIONS TRAINED FOR, AND EMPLOYMENT AFTER TRAINING. SPECIAL PROGRAMS FOR MENTAL RETARDATES, PRISON INMATES, AND ARMED FORCES REJECTEES, AS WELL AS THE VISTA, JOB CORPS, AND HEADSTART PROJECTS, ARE REVIEWED. THIS BOOK WAS PUBLISHED BY THE COLUMBIA UNIVERSITY PRESS, 2960 BROADWAY, NEW YORK, NEW YORK 10027, 277 PAGES. (AJ)
ERIC: ED012414

1256 THE EDUCATION AND TRAINING OF AMERICAS SCIENTISTS AND ENGINEERS 1962. OCT 65
HARKOV, SEYMOUR;MARSH, JOHN
NATIONAL OPINION RESEARCH CENTER, CHICAGO, ILL. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 196P.
CLASS SIZE, CURRICULUM, EDUCATIONAL BACKGROUND, ENGINEERING EDUCATION, ENGINEERS, MANPOWER DEVELOPMENT, SCIENCE EDUCATION, SCIENTISTS, SURVEYS, TECHNICAL REPORTS
AS THE SECOND REPORT ON THE POSTCENSAL SURVEY, EDUCATIONAL AND TRAINING BACKGROUNDS OF SCIENTIFIC AND ENGINEERING MANPOWER ARE ANALYZED ON THE BASIS OF QUESTIONNAIRE RESPONSES FROM INDIVIDUALS COVERING 45 PROFESSIONAL AND TECHNICAL OCCUPATIONS AND COLLEGE-GRADUATE GROUPS IN THE 1960 DECENNIAL CENSUS OF POPULATION. A TOTAL OF 40 TABLES AND 5 CHARTS IS PRESENTED WITH SOCIAL AND DEMOGRAPHIC CHARACTERISTICS ANALYZED. THE REPORT IS CONCERNED WITH THE FOLLOWING TOPICS EFFECTS OF AGE, SEX, AND SOCIAL AND OCCUPATIONAL ORIGINS IN DETERMINING EDUCATIONAL ATTAINMENT; RELATIONSHIPS BETWEEN ATTENDANCE OF PAROCHIAL,

(CONT.)
1256 PRIVATE, AND PUBLIC ELEMENTARY AND HIGH SCHOOLS ON SUBSEQUENT EDUCATION: DEPENDENCE OF SCHOOL CURRICULA AND CLASS SIZES ON EDUCATION ATTAINMENT: ANALYSES OF FIELDS OF STUDY FOR HIGHER DEGREE AND FOR EACH DEGREE RECEIVED: FINANCIAL SUPPORTS OF UNDERGRADUATE AND GRADUATE STUDIES: EVALUATION OF THE MOST IMPORTANT SUPPORT IN TERMS OF OCCUPATION GROUP, AGE, SEX, AND EDUCATIONAL STATUS: CONTRIBUTIONS OF CHANNELS OF TRAINING TO JOB QUALIFICATIONS, AND THE SUBJECT OF SUPPLEMENTARY TRAINING IN NONDEGREE PROGRAMS. INCLUDED IN THE APPENDICES ARE THE QUESTIONNAIRE USED: A DISCUSSION OF THE POSTCENSAL STUDY-DATA COLLECTION, PROCESSING, AND TABULATING: AND TEN ADDITIONAL FIELDS OF SPECIALIZED STUDY TABULATIONS FOR THE 1962 SAMPLE GROUP. (CC)
ERIC: ED082943

1257 EDUCATION AND TRAINING: A CHANCE TO ADVANCE. APR 69
DEPARTMENT OF HEALTH, EDUCATION AND WELFARE, WASHINGTON, D.C.
NOTES: 105P.: SEVENTH ANNUAL REPORT TO THE CONGRESS ON TRAINING ACTIVITIES UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT.
ADULT COUNSELING, CORRECTIONAL EDUCATION, EVALUATION METHODS, FEDERAL PROGRAMS, INNOVATION, INSTRUCTIONAL STAFF, MANPOWER DEVELOPMENT, MIDDLE AGED, MINORITY GROUPS, PARTICIPANT CHARACTERISTICS, PROGRAM EVALUATION, SELF HELP PROGRAMS, SKILL CENTERS, STATISTICAL DATA, UNSKILLED WORKERS, MANPOWER DEVELOPMENT AND TRAINING ACT
THIS REPORT ON TRAINING UNDER TITLE 1 OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 REVIEWS ACCOMPLISHMENTS AND PROBLEMS OF FISCAL YEAR 1967-68, TRACES PROGRAM CHANGES SINCE THE INCEPTION OF THE ACT, DISCUSSES THE POTENTIAL IMPACT OF THE AMENDMENTS OF OCTOBER, 1968, AND RECOMMENDS ADDITIONAL RESOURCES, STRONGER COORDINATION OF PROGRAMS AND SERVICES, MORE SUPPORT OF AUXILIARY SERVICES, AND MORE FUNDS FOR PROGRAM EVALUATION. YOUTH PROJECTS, BASIC EDUCATION, COUNSELING, AND OTHER TYPES OF INSTITUTIONAL PROGRAMS AND SERVICES ARE OUTLINED, TOGETHER WITH PROVISIONS FOR STAFF RECRUITMENT AND TRAINING. PATTERNS OF OPERATION IN SKILL CENTERS, AND TRAINEE CHARACTERISTICS. COUPLED TRAINING PROJECTS (ON THE JOB TRAINING WITH COLLATERAL CLASSROOM OR ON SITE TRAINING), COOPERATIVE OCCUPATIONAL TRAINING, AND OTHER TYPES OF NATIONAL PROGRAMS ARE NOTED. ALSO COVERED ARE PRISONER EDUCATION, SELF-HELP FOR MINORITY GROUPS, TRAINING FOR RETURNING SERVICEMEN, AND OTHER INNOVATIONS, EXPERIMENTS, AND SPECIAL PROGRAMS, FOLLOWED BY SUCH EVALUATION TECHNIQUES AS PLACEMENT DATA AND FIELD REVIEWS. THE DOCUMENT INCLUDES 55 CHARTS AND TABLES AND NUMEROUS PHOTOS. (LY)
ERIC: ED032471 HC AVAILABLE FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (FS5.287 87020-69, $1.00)

1258 EDUCATION AND WORK. REPORT OF A SEMINAR. POLICY ANALYSIS SERVICE REPORTS, VOL. 2, NO. 1, JUNE 1976.
AMERICAN COUNCIL ON EDUCATION, WASHINGTON, D.C. POLICY ANALYSIS SERVICE.
NOTES: 53P.
CAREER EDUCATION, EDUCATIONAL EXPERIENCE, EDUCATIONAL POLICY, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, FEDERAL GOVERNMENT, FEDERAL LEGISLATION, GOVERNMENT ROLE, MANPOWER DEVELOPMENT, POLICY FORMATION, POST SECONDARY EDUCATION, SCHOOL COMMUNITY RELATIONSHIP, SEMINARS, YOUNG ADULTS, YOUTH EMPLOYMENT
THE SPEAKERS REMARKS AND THE SUBSEQUENT DISCUSSION AT THIS SEMINAR CENTERED LARGELY ON THE BOOK, THE BOUNDLESS RESOURCE A PROSPECTUS FOR AN EDUCATION/WORK POLICY, BY WILLARD WIRTZ AND THE NATIONAL MANPOWER INSTITUTE (1975). THE SEMINAR WAS INTENDED TO PROVIDE A SETTING WHEREIN THE POSTSECONDARY EDUCATION COMMUNITY COULD DEVELOP A PLAN OF ACTION FOR IMPROVING THE RELATION BETWEEN THE EDUCATIONAL EXPERIENCE AND THE WORK EXPERIENCE, PARTICULARLY FOR YOUNG PEOPLE. MAJOR PRESENTATIONS WERE ON THE RELATION OF COLLEGE STUDIES TO JOBS, PREREQUISITES FOR CHANGE, AUTHORITY AND THE ADVISORY ROLE, LEGISLATION FOR REFORM, PURPOSE OF CAREER EDUCATION, LEADERSHIP FOR COUNCILS, MEANINGFUL JOBS FOR YOUNG PEOPLE, AND PORTABLE BENEFITS FOR LIFETIME WORK. THE REPORT REPRODUCES VERBATIM COMMENTS AND RESPONSES FROM THE FLOOR IN ADDITION TO THE PRESENTATIONS. (TA)
ERIC: ED128599 POLICY ANALYSIS SERVICE, AMERICAN COUNCIL ON EDUCATION, ONE DUPONT CIRCLE, WASHINGTON, D. C. 20036

1259 EDUCATION FOR HEALTH SERVICES ADMINISTRATORS OF THE FUTURE AUG 76
BERGWALL, DAVID F.:FERRY, THOMAS P.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. DEPT. OF HEALTH CARE ADMINISTRATION. BUREAU OF HEALTH MANPOWER, BETHESDA, MD. DIV. OF ASSOCIATED HEALTH PROFESSIONS.
CONTRACT NO. N01-MB-44177
NOTES: FINAL REPT. 30 JUN 74-AUG 76 253P
HEALTH MANPOWER EDUCATION, MANAGERS, HEALTH SERVICES ADMINISTRATION, DELPHI TECHNIQUE, NTISHRAOC
THE GEORGE WASHINGTON UNIVERSITY USED A DELPHI TECHNIQUE TO PROJECT AN IMAGE OF HEALTH CARE AND FUNCTIONS OF HEALTH SERVICES ADMINISTRATORS IN 1985. THE PROJECT IDENTIFIED THE PROBABLE NATURE OF THE HEALTH SERVICES DELIVERY SYSTEM IN 1985, THE ROLE OF THE HEALTH ADMINISTRATOR, AND THE SKILLS AND COMPETENCIES NEEDED. SUBSEQUENTLY A SELF-ASSESSMENT INSTRUMENT FOR PRACTICING ADMINISTRATORS WAS DEVELOPED TO IDENTIFY ADDITIONAL COMPETENCIES BELIEVED TO BE NEEDED TO FUNCTION EFFECTIVELY IN THAT FUTURE ENVIRONMENT. IN THE REPORT THE ADMINISTRATOR IN 1985 IS PROJECTED TO BE MORE OF A DECISION-MAKING, PIVOTAL MANAGER FUNCTIONING IN A CORPORATE FORM OF ORGANIZATIONAL STRUCTURE WHERE SCIENCE OF ADMINISTRATION IS EMPHASIZED. IN ADDITION TO THEIR CLASSIC FUNCTIONS THEY WILL REQUIRE BROADER KNOWLEDGE OF PSYCHOLOGY, HUMAN RELATIONS, FISCAL AFFAIRS AND ORGANIZATIONAL THEORY. SIGNIFICANT MANAGEMENT OF QUALITY WILL BE REQUIRED FORCING MORE ACTIVE INTERFACE BETWEEN ADMINISTRATIVE AND CLINICAL PERSONNEL. DUE TO DEMANDS OF THE EXTERNAL ENVIRONMENTAL, INTER-INSTITUTIONAL MANAGEMENT WILL INVOLVE THE MIDDLE MANAGERS

(CONT.)
1259 TO A MORE SIGNIFICANT EXTENT WITH THE CHIEF EXECUTIVE RESPONDING MORE TO EXTERNAL FORCES.
NTIS: PB-267 556/9ST NTIS PRICES PC A12/MF A01

1260 EDUCATION FOR LIVING A MODEL DISTRIBUTIVE EDUCATION PROGRAM. 73
SHAPIRO, WARREN L.
NOTES: 141P.
COLLEGE BOUND STUDENTS, CONCEPTUAL SCHEMES, CROSS CULTURAL STUDIES, DISTRIBUTIVE EDUCATION, EDUCATIONAL PHILOSOPHY, JOB MARKET, SCHOOL COMMUNITY RELATIONSHIP, SCHOOL INDUSTRY RELATIONSHIP, STUDENT CERTIFICATION, STUDENT PROJECTS, WORK EXPERIENCE PROGRAMS, ENGLAND, NEW YORK STATE, UNITED STATES
THIS BOOK IS BASED ON A CROSS-CULTURAL STUDY OF AMERICAN (PRIMARILY NEW YORK STATE) AND BRITISH DISTRIBUTIVE EDUCATION PROGRAMS. PHILOSOPHY, HISTORICAL DEVELOPMENT, CURRENTLY AVAILABLE DISTRIBUTIVE EDUCATION PROGRAMS, AND JOB OPPORTUNITIES WERE EXAMINED: THE SURVEY FOCUSED ON TEACHING QUALITY, INVOLVEMENT AND COOPERATION OF BUSINESS/COMMUNITY/SCHOOL, ADEQUATE ON-THE-JOB SUPERVISION, COOPERATIVE WORK EXPERIENCE PROGRAMS, AND STUDENT CALIBER. THE MOST BASIC AND SIGNIFICANT DIFFERENCE BETWEEN THE TWO COUNTRIES WAS PHILOSOPHIC--BRITISH YOUTH LEAVING SCHOOL TO JOIN THE WORK FORCE WHILE AMERICAN YOUTH REMAINED STUDENTS LONGER. THE PROJECT METHOD WAS DESCRIBED AS THE TREND IN DISTRIBUTIVE EDUCATION TODAY: IT IS NOW BEING INTEGRATED INTO NEW YORK STATE CURRICULA FOR LARGE SCHOOL DISTRICTS. THE FINAL MODEL THAT WAS DEVELOPED HAS PROVIDED A CURRICULUM SUFFICIENTLY STRUCTURED FOR COMPREHENSIVE TRAINING BUT FLEXIBLE ENOUGH TO MEET INDIVIDUAL NEEDS. THE THREE STUDENT OPTIONS ARE (1) A GRADE DISTRIBUTION CERTIFICATE COURSE FOR STUDENTS SEEKING EMPLOYMENT DIRECTLY AFTER HIGH SCHOOL, (2) A BASIC DISTRIBUTION CERTIFICATE COURSE WITH COOPERATIVE WORK EXPERIENCE FOR THE UNDECIDED, AND (3) A SPECIAL DISTRIBUTION COURSE INCLUDING SPECIAL PROJECTS FOR COLLEGE-BOUND STUDENTS ENTERING MANAGERIAL LEVELS OF THE DISTRIBUTIVE FIELD. (EA)
ERIC: ED095299 DORRANCE AND COMPANY, 1617 J. F. KENNEDY BLVD., PHILADELPHIA, PA. 19103 ($8.95)

1261 EDUCATION FOR PROFIT SPR 71
SCOTT, JACK;GOODMAN, WILLIAM
NEW SCHOOL OF EDUCATION JOURNAL;2:2:32-45
ADULT VOCATIONAL EDUCATION, BUSINESS, DISADVANTAGED YOUTH, MILITARY TRAINING, NEGROES, SCHOOL INDUSTRY RELATIONSHIP, VOCATIONAL TRAINING CENTERS, CORPORATE INVOLVEMENT, JOB CORPS, PARKS JOB CORPS CENTER
THE EDUCATIONAL AND OTHER CONDITIONS AT THE PARKS JOB CORPS CENTER IN PLEASANTON, CALIFORNIA ARE ANALYZED IN DETAIL. DRAWING ON THIS ANALYSIS, THE AUTHOR REMARKS ON THE DANGERS OF THE TREND TOWARD HEAVY CORPORATE INVOLVEMENT IN EDUCATION. (JB)
ERIC: EJ037764

1262 EDUCATION FOR THE WORLD OF WORK 1975
GUZZARDI, W. JR.
FORTUNE, VOL.92, NO.4, OCT 1975, P. 124-129+.
BUREAUCRACY, CAREER DEVELOPMENT, ECONOMIC THEORY, ECONOMICS, EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, JOB SATISFACTION, JOB SECURITY, MINORITIES, RECESSION, UNEMPLOYMENT
CAREER EDUCATION FOR TEENAGERS NEED COLLABORATION OF BUSINESS COMMUNITY AND EDUCATORS WITH A NEW APPROACH DUE TO THE JOB MARKETS CONSTANT CHANGES. SKILLS WOULD BE HIGHLY VALUED IN SUCH A CAREER-EDUCATED SOCIETY.
MGMT: FOR75J0124

1263 EDUCATION IN BUSINESS AND INDUSTRY. 66
DECARLO, CHARLES R. ;ROBINSON, ORMSBEE M.
CENTER FOR APPLIED RESEARCH IN EDUCATION, INC., NEW YORK, N.Y.
ADULT EDUCATION PROGRAMS, BUSINESS, COOPERATIVE EDUCATION, CURRICULUM DEVELOPMENT, DISTRIBUTIVE EDUCATION, EDUCATIONAL RESPONSIBILITY, EMPLOYMENT LEVEL, ENGINEERING, FINANCIAL SUPPORT, INDUSTRIAL TRAINING, INDUSTRY, INPLANT PROGRAMS, INSTRUCTIONAL STAFF, MANAGEMENT DEVELOPMENT, OFF THE JOB TRAINING, PROGRAM EVALUATION, RESEARCH NEEDS, SCHOOL INDUSTRY RELATIONSHIP, SKILL DEVELOPMENT, TECHNOLOGICAL ADVANCEMENT, UNIVERSITIES, WORK STUDY PROGRAMS
CONTINUING EDUCATION IS DISCUSSED AS VITAL TO THE PROSPERITY OF BUSINESS AND INDUSTRY WHEN TECHNOLOGICAL CHANGES REQUIRE CONTINUAL READJUSTMENT OF JOB REQUIREMENTS. ROLES OF INDUSTRY, UNIVERSITIES, AND GOVERNMENT COOPERATING TO PROVIDE THE RESOURCES, MATERIALS, AND INCENTIVES FOR CONTINUING EDUCATION ARE PROPOSED. DISCUSSIONS INCLUDE--(1) PROBLEMS OF CONTENT, ADMINISTRATION, AND VALUES OF EDUCATIONAL PROGRAMS IN BUSINESS AS COMPARED TO THOSE IN SCHOOLS, (2) THE NATURE OF MODERN BUSINESS, COST OF PROGRAMS, LEADERSHIP DEVELOPMENT, AND THE RELATIONSHIP OF COMPANY TO COMMUNITY, (3) EDUCATION AND TRAINING PROGRAMS FOR THE INDIVIDUAL IN THE FORM OF APPRENTICESHIPS, ON-THE-JOB-TRAINING, COOPERATIVE AND WORK STUDY PROGRAMS AT HIGH SCHOOL AND COLLEGE LEVELS, AS WELL AS ENGINEERING, RESEARCH, AND MARKETING TRAINING PROGRAMS, (4) PROGRAMS FOR MANAGERS INCLUDING IN-COMPANY PROGRAMS, SELECTION OF STAFF AND PARTICIPANTS, AND OUT-COMPANY PROGRAMS, AND (5) DIFFICULTIES IN EVALUATING PROGRAMS. A BIBLIOGRAPHY IS INCLUDED. THIS DOCUMENT IS AVAILABLE FROM THE CENTER FOR APPLIED RESEARCH IN EDUCATION, NEW YORK, N.Y. (RT)
ERIC: ED015352

1264 EDUCATION IN PRIVATE INDUSTRY W 75
BRANSCOMB, LEWIS M.;GILMORE, PAUL C.
DAEDALUS;104;1;222-233
HIGHER EDUCATION, SCHOOL INDUSTRY RELATIONSHIP, COOPERATIVE EDUCATION, VOCATIONAL EDUCATION, INDUSTRIAL EDUCATION, EDUCATIONAL DEVELOPMENT, EDUCATIONAL TRENDS, COOPERATIVE PLANNING, BUSINESS EDUCATION, CURRICULUM DEVELOPMENT
THE AUTHOR EXAMINES THE COMMITMENT OF THREE LARGE CORPORATIONS, INTERNATIONAL BUSINESS MACHINES, BELL TELEPHONE LABORATORIES, AND XEROX CORPORATION, IN THE EDUCATION OF THEIR EMPLOYEES. INCLUDED IN THE ARTICLE ARE THE BASIC CORPORATE MOTIVATIONS, AND THE COOPERATION OF ESTABLISHED COLLEGES AND UNIVERSITIES. (DE)
ERIC; EJ108127

1265 EDUCATION IN THE NEW CAREERS PROGRAM. NEW CAREERS PERSPECTIVES REPRINT SERIES NUMBER 8. MAY 69
KENT, JAMES A.
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES; 14P.
ASSOCIATE DEGREES, BACHELORS DEGREES, DISADVANTAGED GROUPS, EDUCATIONAL INNOVATION, INDEPENDENT STUDY, OCCUPATIONAL MOBILITY, SPECIAL DEGREE PROGRAMS, TEACHER EDUCATION, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, COLORADO UNIVERSITY CENTER FOR URBAN AFFAIRS, NEW CAREERS
THE NEW CAREERS PROGRAM SPONSORED BY THE UNIVERSITY OF COLORADO CENTER FOR URBAN AFFAIRS HAS DEVELOPED TWO INNOVATIVE FEATURES (1) TRAINING IS BASED ON A PROCESS MODEL OF EDUCATION, AND (2) THE PROGRAM IS COMMITTED TO DEVELOPING AS TRAINERS PERSONS WHO ARE FROM A POVERTY OR MINORITY GROUP BACKGROUND. THE MODEL PROVIDES FOR TWO PROGRAMS. THE PROGRAM FOR THE TRAINERS INVOLVES (1) CONFERRING A MAJORITY OF THE CREDIT FOR CONCEPTS LEARNED FROM WORK BEING PERFORMED, (2) PROVIDING FOR CREDIT WHICH IS TRANSFERRABLE TO OTHER COLLEGES, (3) WAIVING ENTRANCE EXAMINATIONS, AND (4) OFFERING AN ASSOCIATE OF ARTS DEGREE THAT ACCOUNTS FOR THE TRAINING SPECIALTY. THE PROGRAM FOR TRAINEES IS BASED ON THE PRINCIPLE THAT IT IS POSSIBLE TO OBTAIN 4 YEARS OF COLLEGE AND THE BACHELOR OF ARTS DEGREE WITHOUT EVER ENTERING A FORMAL CLASSROOM. (THIS IS NOT TO SAY THAT FORMAL CLASSROOM ATTENDANCE WILL NOT BE A PART OF THE EDUCATION SEQUENCE.) THE GOAL IS THAT THE TRAINEE ACCOMPLISH THE DEGREE IN 4 TO 5 YEARS WHILE WORKING FULL TIME. THIS MEANS THAT CREDIT MUST BE GIVEN FOR LEARNING THAT TAKES PLACE ON THE JOB AND FOR INDEPENDENT INVESTIGATION. BY DEVELOPING MEASUREMENTS FOR SUCH A LEARNING EXPERIENCE, CREDIT CAN BE MATCHED TO THE TRADITIONAL COURSE STRUCTURE. (JK)
ERIC; ED032405

1266 AN EDUCATION MODEL FOR MANPOWER PROGRAMS A MANUAL OF RECOMMENDED PRACTICES. FEB 75
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 124P.
ADULT BASIC EDUCATION, DISADVANTAGED YOUTH, DROPOUT TEACHING, EDUCATIONAL DIAGNOSIS, EDUCATIONAL PRINCIPLES, EDUCATIONAL PROGRAMS, GENERAL EDUCATION, GUIDELINES, MANPOWER DEVELOPMENT, MATHEMATICS, MODELS, PROGRAM DESIGN, PROGRAM PLANNING, READING DIFFICULTY, READING PROCESSES, REMEDIAL INSTRUCTION, REMEDIAL READING, REMEDIAL READING PROGRAMS, TEACHING METHODS, MANPOWER PROGRAMS
THE MANUAL IS DESIGNED TO PROVIDE GUIDELINES FOR DEVELOPING BASIC EDUCATIONAL COMPONENTS IN MANPOWER PROGRAMS FOR YOUTH FROM POVERTY BACKGROUNDS WHO DROPPED OUT OF SCHOOL BEFORE GRADUATING FROM HIGH SCHOOL AND WHOSE EDUCATIONAL DEFICIENCIES REDUCE THEIR EMPLOYABILITY OR THEIR ABILITY TO PROFIT FROM TRAINING PROGRAMS. IT DISCUSSES RELEVANT THEORETICAL PRINCIPLES, REVIEWS THE SIGNIFICANT APPROACHES TO THE PROBLEM, AND OUTLINES THE ELEMENTS OF AN EDUCATION COMPONENT FOR MANPOWER PROGRAMS WHICH REFLECTS THE CURRENT STATE OF THE ART. CHAPTERS COVER THE FOLLOWING TOPICS GOALS OF AN EDUCATION COMPONENT, THE READING PROCESS, READING PROBLEMS, PROPOSED REMEDIAL STRATEGIES, THE MATHEMATICS UNIT, THE ADVANCED GENERAL EDUCATION UNIT, PRINCIPLES AND APPLICATION, DIAGNOSING AND TESTING, AND PROGRAM DESIGN. THREE BRIEF APPENDIXES PROVIDE BACKGROUND INFORMATION: A LIST OF SUPPLEMENTARY MATERIALS RELATED TO READING, LANGUAGE SKILL, AND MATHEMATICS; AND A BIBLIOGRAPHY. (AUTHOR/JR)
ERIC; ED120424 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

1267 THE EDUCATION OF YUKON INDIANS A POSITION PAPER MAR 72
NORTHIAN;8;4;6-14
AMERICAN INDIANS, CULTURAL AWARENESS, CURRICULUM DEVELOPMENT, EDUCATIONAL IMPROVEMENT, GOVERNMENT ROLE, NEEDS, VOCATIONAL EDUCATION, YUKON INDIANS
WRITTEN BY THE YUKON NATIVE BROTHERHOOD. (NO)
ERIC; EJ063091

1268 EDUCATION, EMPLOYMENT, AND NEGRO EQUALITY. OCT 68
ECKSTEIN, OTTO
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES; 26P.; SPEECH PRESENTED AT SEMINAR ON MANPOWER POLICY AND PROGRAM (WASHINGTON, D.C. APRIL 18, 1968).
EDUCATION, EMPLOYMENT, EQUAL EDUCATION, EQUAL OPPORTUNITIES (JOBS), JOB DEVELOPMENT, NEGRO ACHIEVEMENT, NEGROES, PARENT RESPONSIBILITY, RACIAL DISCRIMINATION, SPEECHES
AN EXAMINATION OF THE NEGRO UNEMPLOYMENT PROBLEM, AN EXPLANATION OF AN ULTIMATE NEGRO

(CONT.)

1268 OBJECTIVE OF ECONOMIC EQUALITY, AND AN OVERVIEW OF THEIR PRESENT STATUS IS GIVEN. WITHIN ALL OCCUPATIONAL CATEGORIES NEGROES, ON THE AVERAGE, HAVE WORSE JOBS AT LOWER RATES OF PAY. THIS IS REVEALED EVEN IN BROAD OCCUPATIONAL CATEGORIES SUCH AS PROFESSIONAL, WHITE COLLAR, AND BLUE COLLAR. TO MAINTAIN THEIR PRESENT RATE OF PROGRESS, NEGROES WILL NEED INCREASED HIGH SCHOOL AND COLLEGE ATTENDANCE AND COMPLETION IN BOTH ABSOLUTE AND RELATIVE NUMBERS. THE LOW RATE OF HIGH SCHOOL COMPLETION IS THE GREATEST SINGLE OBSTACLE TO ECONOMIC EQUALITY. A POLICY TO PROMOTE ECONOMIC EQUALITY MIGHT INCLUDE (1) SPECIAL FEDERAL GRANTS BASED ON PERFORMANCE SET UP TO REWARD SCHOOL DISTRICTS WHOSE OUTSTANDING JOB OF HELPING CHILDREN OF THE POOR CAN BE EMPIRICALLY MEASURED, (2) AN INCREASE BY COLLEGES OF THEIR ACTIVE RESEARCH FOR NEGRO APPLICANTS, (3) AN INCREASE IN PARENTAL ENCOURAGEMENT AND HELP, AND (4) REDESIGNING OF JOBS BY EMPLOYERS. ECONOMIC PROGRESS MAY ACCELERATE IF NEGRO ENTREPRENEURSHIP AND COMMUNITY RESPONSIBILITY IN EDUCATIONAL AND MANPOWER PROGRAMS ARE INCREASED. (EM)
ERIC: ED026533 MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVE., N.W., WASHINGTON, D.C. 20210

1269 EDUCATION, LABOR MARKET EXPERIENCES, AND CURRENT EXPECTANCIES OF BLACK AND WHITE MEN AND WOMEN. FINAL REPORT. SEP 76
GURIN, PATRICIA;MORRISON, BETTY MAE
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. NIE-G-74-0068
NOTES: 199P.; SOME TABLES MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT
BEHAVIORAL SCIENCE RESEARCH, BLACKS, CAUCASIANS, EDUCATIONAL EXPERIENCE, EMPLOYMENT EXPERIENCE, EXPECTATION, FEMALES, LABOR MARKET, LABOR SUPPLY, MALES, OCCUPATIONAL ASPIRATION, RACIAL DIFFERENCES, RACIAL DISCRIMINATION, SELF CONCEPT, SEX DISCRIMINATION, WORK ATTITUDES
THE RESEARCH REPORTED HERE EXAMINES THE ROLE OF PSYCHOLOGICAL EXPECTANCIES AS LABOR MARKET SUPPLY CHARACTERISTICS OF BLACK AND WHITE MEN AND WOMEN. SECONDARY ANALYSES ARE CARRIED OUT ON DATA PROVIDED BY THE SURVEY RESEARCH CENTER 1972 NATIONAL PROBABILITY SAMPLE OF ADULTS 18 YEARS AND OLDER DRAWN FOR THE PRESIDENTIAL ELECTION STUDY. THE REPORT FOCUSES ON RACE AND SEX DIFFERENCES IN PREVIOUS LABOR MARKET EXPERIENCES, THE RELATIONSHIP OF THESE PAST EXPERIENCES TO CURRENT EMPLOYMENT EXPECTANCIES AND GENERAL FEELINGS OF EFFICACY, AND FINALLY THE EFFECTS OF BOTH MARKET EXPERIENCES AND EXPECTANCIES ON CURRENT BEHAVIOR. PSYCHOLOGICAL EXPECTANCIES ARE EMPHASIZED AS THE ELEMENTS OF MOTIVATION THAT SHOULD HAVE UNUSUAL SIGNIFICANCE FOR UNDERSTANDING THE DYNAMICS OF RACE AND SEX DISCRIMINATION IN THE LABOR MARKET. THERE ARE FIVE MAJOR CHAPTERS. CHAPTER 1 DESCRIBES THE SAMPLE AND MEASURES USED IN THE ANALYSES REPORTED HERE. CHAPTER 2 DESCRIBES THE MARKET EXPERIENCES, PERCEPTION OF OBSTACLES, AND CURRENT EXPECTANCIES OF BLACK AND WHITE MEN AND WOMEN. CHAPTER 3 EXAMINES THE INTERRELATIONSHIPS OF THESE VARIABLES WITH PARTICULAR FOCUS ON THE EFFECTS OF YEARS OF SCHOOLING AND PREVIOUS MARKET EXPERIENCES ON CURRENT EXPECTANCIES. CHAPTER 4 PRESENTS A GENERAL CAUSAL MODEL IN WHICH EXPECTANCIES ARE VIEWED AS INTERVENING INFLUENCES BETWEEN CURRENT MARKET OUTCOMES AND VARIABLES AT TWO EARLIER STAGES, ORIGINAL EDUCATIONAL ATTAINMENT AT STAGE ONE AND SUBSEQUENT MARKET EXPERIENCE AT STAGE TWO. THREE TYPES OF CURRENT MARKET OUTCOMES ARE ANALYZED WITH APPLICATION OF THE MODEL TO THE JOB STATUS OF BLACKS AND WHITES, TO WOMENS AND MENS SEARCH BEHAVIOR, AND TO THE WORK INTENTIONS OF WHITE HOUSEWIVES. CHAPTER 5, ON IMPLICATIONS FOR COUNSELING AND FUTURE RESEARCH, DESCRIBES THE TYPES OF EXPECTANCY AND EXPERIENCE MEASURES AND THE DESIGN THAT WILL BE NEEDED TO EXTEND THIS LINE OF INTERDISCIPLINARY LABOR MARKET RESEARCH. (W
ERIC: ED135996

1270 EDUCATION, SCREENING AND THE DEMAND FOR LABOR OF UNCERTAIN QUALITY. 74
WOLPIN, KENNETH I.
CITY UNIV. OF NEW YORK, N.Y. GRADUATE SCHOOL AND UNIV. CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 140P.
ABILITY IDENTIFICATION, ECONOMIC RESEARCH, EDUCATION, EMPLOYMENT QUALIFICATIONS, INCOME, JOB SKILLS, LABOR FORCE, MODELS, PRODUCTIVITY, STATISTICAL ANALYSIS, WORK EXPERIENCE, PROFIT MAXIMIZATION
THIS REPORT IS CONCERNED WITH THE RELATIONSHIP BETWEEN INCOME AND SCHOOLING. A THEORETICAL MODEL EXPLORES THE ROLE OF SCHOOLING AS AN INFORMATIONAL OR SCREENING DEVICE WITH AN EXPECTED PROFIT MAXIMIZATION FRAMEWORK. THE ISSUE REVOLVES AROUND THE EXTENT TO WHICH FORMAL SCHOOLING SERVES TO AUGMENT WORKER PRODUCTIVITY AND, THUS, SOCIAL PRODUCT, AS OPPOSED TO CONVEYING INFORMATION TO EMPLOYERS ABOUT THE PROBABLE PRODUCTIVE CAPABILITIES OF PROSPECTIVE WORKERS WITHOUT, IN ITSELF, AFFECTING THOSE CAPABILITIES. EMPIRICAL TESTS ARE FORMULATED TO DISENTANGLE SCHOOLINGS PRODUCTIVITY AUGMENTING AND IDENTIFICATION FUNCTIONS. THE CONCLUSION DRAWN IS THAT THE APPARENT USE OF SCHOOLING AS A SCREENING DEVICE DOES NOT APPEAR TO STEM FROM A MERE IDENTIFICATION OF PRODUCTIVITY TYPES. IN FACT, THE PURE PRODUCTIVITY AUGMENTING VIEW OF THE INCOME-SCHOOLING RELATIONSHIP APPEARS GREATLY MORE TENABLE. (AUTHOR/KSM)
ERIC: ED097265

1271 EDUCATION, WAGE RATES, AND THE DIVISION OF LABOR BETWEEN HUSBAND AND WIFE AUG 76
FARKAS, GEORGE
JOURNAL OF MARRIAGE AND THE FAMILY;38:3:473-483
SEX ROLE, FEMALES, MALES, WORKING WOMEN, FAMILY INCOME, EDUCATIONAL ASSESSMENT, MARRIAGE, LABOR FORCE, RESEARCH PROJECTS, OCCUPATIONAL SURVEYS, COMPARATIVE ANALYSIS

(CONT.)

1271 COMPETING HYPOTHESES RELATING THE DIVISION OF LABOR BETWEEN HUSBAND AND WIFE TO THEIR ABSOLUTE LEVEL OF EDUCATION, THEIR RELATIVE LEVEL OF EDUCATION, AND THEIR RELATIVE WAGE RATES ARE IDENTIFIED, AND ARE COMBINED IN A FULLY SPECIFIED MODEL. (AUTHOR)
ERIC: EJ144289

1272 EDUCATIONAL ADVANCEMENT AND MANPOWER DEVELOPMENT FOR WAGE EARNERS. JUN 71
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 148P.
IMPROVEMENT PROGRAMS, MANPOWER DEVELOPMENT, MOTIVATION, UNSKILLED WORKERS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, NEW JERSEY
THE REPORT DESCRIBES A 2-YEAR PROJECT THAT TESTED NEW APPROACHES TO HELPING WORKERS BETTER THEIR LIVES AND PROMOTE THEIR CAREERS BY ADVANCING THEIR EDUCATION. THROUGH THE COOPERATIVE EFFORTS OF INDUSTRIAL MANAGEMENT AND LABOR UNIONS IN MIDDLESEX COUNTY IN NEW JERSEY, THE NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY, WITH THE ASSISTANCE OF THE LABOR EDUCATION CENTER OF RUTGERS UNIVERSITY, EXPLORED WAYS OF ADVISING AND ENCOURAGING WAGE EARNERS TO MAKE USE OF AVAILABLE EDUCATIONAL AND TRAINING RESOURCES TO ADVANCE TO HIGHER SKILLED AND BETTER PAYING JOBS. (AUTHOR)
ERIC: ED065720 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-205 851, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

1273 EDUCATIONAL AND OCCUPATIONAL ADJUSTMENT OF WISCONSIN MALE YOUTH. BULLETIN 586. JAN 68
BJORAKER, WALTER T.:SLEDGE, GEORGE W.
WISCONSIN UNIV., MADISON. COLL. OF AGRICULTURAL AND LIFE SCIENCES.
NOTES: 30P.
ACADEMIC ACHIEVEMENT, AGRICULTURAL OCCUPATIONS, DECISION MAKING, EDUCATIONAL GUIDANCE, EDUCATIONAL INTEREST, FAMILY BACKGROUND, HIGH SCHOOL STUDENTS, LONGITUDINAL STUDIES, MALES, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, RURAL URBAN DIFFERENCES, STUDENT ABILITY, VOCATIONAL ADJUSTMENT, WISCONSIN
THE ORIGINAL PURPOSE OF THIS LONGITUDINAL STUDY WAS TO DETERMINE OPPORTUNITIES EXISTING IN FARMING AND CURRENT METHODS OF GETTING ESTABLISHED IN FARMING. HOWEVER, THE PURPOSE WAS SUBSEQUENTLY BROADENED TO A STUDY OF THE NATURE OF STUDENT DECISION-MAKING. FACTORS WHICH WERE CONSIDERED TO BE ASSOCIATED WITH DECISION-MAKING INCLUDE FAMILY BACKGROUND, INDIVIDUAL ABILITY AND SCHOOL PERFORMANCE. OVER A 7-YEAR PERIOD, DATA WERE COLLECTED PRIMARILY BY QUESTIONNAIRES FROM TWO GROUPS OF PARTICIPATING STUDENTS. THE INITIAL GROUP OF 764 GRADUATING SENIORS FIRST COMPLETED QUESTIONNAIRES IN THE SPRING OF 1956. IN THE FALL OF 1957, A SECOND GROUP OF 1,107 MALE MATRICULATING FRESHMEN IN THE SAME 31 HIGH SCHOOLS LOCATED IN FIVE GEOGRAPHICALLY DISTRIBUTED WISCONSIN COUNTIES, PARTICIPATED IN THE PROJECT. THE RESULTING DATA PRESENTED IN A SERIES OF TABLES HELP THE UNDERSTANDING OF WHY STUDENTS MAKE CERTAIN DECISIONS. (CH)
ERIC: ED029286 DEPARTMENT OF AGRICULTURE AND EXTENSION EDUCATION, UNIVERSITY OF WISCONSIN, 208 AGRICULTURE HALL, MADISON, WISCONSIN 53706 (WITHOUT CHARGE)

1274 EDUCATIONAL AND OCCUPATIONAL CHOICE: A SYNTHESIS OF LITERATURE FROM SOCIOLOGY AND PSYCHOLOGY 1976
LEVINE, A.
JOURNAL OF CONSUMER RESEARCH, VOL.2, NO.4, MARCH 1976, P. 276-289. BIBLIOG. 132
BEHAVIORAL SCIENCE, BUSINESS CYCLE, CAREER DEVELOPMENT, CAREER PATH, COLLEGES AND UNIVERSITIES, DATA COLLECTION, DECISION MAKING, DISCRIMINATION, EDUCATION, HUMAN RESOURCE ACCOUNTING, HUMAN RESOURCE DEVELOPMENT, INFORMATION PROCESSING, MINORITIES, PERFORMANCE, PERSONALITY, PUBLIC ADMINISTRATION, PUBLIC AFFAIRS, PUBLIC DOMAIN, SUPPLY AND DEMAND
A REALISTIC CHOICE OF OCCUPATION REPRESENTS A COMPROMISE BETWEEN PERSONAL INTERESTS, CAPACITIES AND VALUES AND THE OPPORTUNITIES AND LIMITATIONS IN THE WORLD. SOCIOECONOMIC ORIGINS, RACIAL AND SEX DISCRIMINATION, FAMILY CHARACTERISTICS, APTITUDES, EDUCATIONAL CREDENTIALS AND SCHOOLS, INTELLIGENCE, INTERESTS, PERSONALITY, VALUES, CULTURAL TRADITIONS AND SUPPLY AND DEMAND ARE EXAMINED AS FACTORS INFLUENCING CHOOSING OF A CAREER PATH.
MGMT: JCR76C0276

1275 EDUCATIONAL AND OCCUPATIONAL COUNSELING AND INFORMATION SYSTEMS FOR ADULTS. CONFERENCE REPORT. APR 76
NOTES: 36P.
ADULT EDUCATION PROGRAMS, ADULT VOCATIONAL EDUCATION, COUNSELING PROGRAMS, DELIVERY SYSTEMS, FEDERAL PROGRAMS, INFORMATION DISSEMINATION, INFORMATION SYSTEMS, OCCUPATIONAL INFORMATION, PROGRAM CONTENT, PROGRAM COSTS, PROGRAM EVALUATION, STATE PROGRAMS, VOCATIONAL DEVELOPMENT
ALONG WITH THE EXPANSION OF ADULT EDUCATION HAS COME AN INCREASED AWARENESS OF THE NEEDS OF ADULTS FOR INFORMATION ON CAREER DEVELOPMENT AND ON THE ROLE EDUCATION CAN PLAY IN THAT DEVELOPMENT, AND FOR ASSISTANCE IN LOCATING THE SPECIFIC COURSES OR CURRICULA WHICH MEET THEIR NEEDS. THIS REPORT IS DIRECTED TO POLICY-MAKERS IN FEDERAL AND STATE AGENCIES WHO ARE INTERESTED IN OR WHO MANAGE COUNSELING AND INFORMATION SERVICES FOR ADULTS. IT REVIEWS AND EXAMINES FIRST GENERATION ACTIVITIES (I.E., THE LEARNING EXCHANGE, CATALYST) AND IDENTIFIES FRUITFUL DIRECTIONS FOR NEXT GENERATION EFFORTS. THREE MAJOR TOPICS ARE ADDRESSED (1) THE GROUPS WHO ARE SERVED BY THE PROJECTS AND THOSE WHO ARE NOT: (2) THE KINDS AND SOURCES OF DATA USED AND THE MECHANISMS AND TECHNIQUES FOR PRESENTING AND DELIVERING INFORMATION AND COUNSELING TO THE ADULT CLIENT: AND (3) THE FINANCIAL VIABILITY OF THESE SERVICES BEYOND INITIAL AGENCY FUNDING. FINALLY, ISSUES CONCERNING THE EVALUATION OF THESE SERVICES ARE DISCUSSED. RECOMMENDATIONS FOR ACTIONS BY FEDERAL

(CONT.)

1275 AGENCIES ARE GIVEN AND FOCUS ON (1) THE NEED FOR FURTHER RESEARCH AND DEVELOPMENT, (2) THE DIRECTIONS WHICH NEW PROJECT FUNDING SHOULD TAKE, AND (3) THE NEED FOR ACTIONS BY FEDERAL AGENCIES BEYOND CONTINUING FINANCIAL SUPPORT. (AUTHOR/DAG)
ERIC: ED142168

1276 EDUCATIONAL AND OCCUPATIONAL ORIENTATION OF NEGRO MALE YOUTH IN THE MISSISSIPPI DELTA. FINAL REPORT. FEB 69
BOYKIN, WILLIAM C., SR.
ALCORN A AND M COLL., LORMAN, MISS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-4-8-070065-0004-057
NOTES: 67P.
ACADEMIC APTITUDE, DISADVANTAGED YOUTH, EDUCATIONAL OBJECTIVES, GRADE 12, INDIVIDUAL CHARACTERISTICS, MOTIVATION, NEGRO STUDENTS, OCCUPATIONAL ASPIRATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, QUESTIONNAIRES, RURAL URBAN DIFFERENCES, STUDENT INTERESTS, VOCATIONAL EDUCATION, MISSISSIPPI
TO PROVIDE A DESCRIPTION OF MALE NEGRO YOUTH IN THE MISSISSIPPI DELTA, A STUDY WAS CONDUCTED TO ASSESS THEIR EDUCATIONAL AND OCCUPATIONAL ASPIRATIONS, PREFERENCES, AND APTITUDES, AND TO RECOMMEND RELEVANT EDUCATIONAL PROGRAMS. THE SAMPLE CONSISTED OF 197 RURAL AND 380 URBAN 12TH GRADE STUDENTS FROM 12 HIGH SCHOOLS IN 11 COUNTIES HAVING A MAJORITY OF NEGRO YOUTH. SOME FINDINGS WERE (1) 70 PERCENT OF THE STUDENTS WERE FROM FAMILIES WITH INCOMES OF LESS THAN $3000, (2) ASPIRATIONS OF URBAN YOUTH WERE HIGHER, (3) A YOUTHS MOTHER WAS MOST INFLUENTIAL IN GUIDING HIS EDUCATIONAL ASPIRATION, (4) 29 PERCENT ASPIRED TO A 4-YEAR COLLEGE DEGREE BUT TWO-THIRDS LACKED THE NECESSARY FINANCES, (5) ASPIRATION FOR A 2-YEAR TERMINAL DEGREE WAS LOW, (6) THERE WAS A CRITICAL LACK OF REALISTIC OCCUPATIONAL INFORMATION AVAILABLE TO STUDENTS, (7) GENERALLY, URBAN YOUTH SCORED HIGHER IN APTITUDE, (8) THE SAMPLE SCORED RELATIVELY HIGHER ON MANUAL DEXTERITY THAN ON INTELLIGENCE TESTS, AND (9) 63-74 PERCENT EXPRESSED PREFERENCE FOR PERSONAL SERVICE OR MANUAL LABOR OCCUPATIONS. SOME RECOMMENDATIONS WERE THAT ADDITIONAL WELL-TRAINED COUNSELING AND GUIDANCE PERSONNEL BE UTILIZED, AND THAT JUNIOR HIGH SCHOOL LEVEL OCCUPATIONAL INFORMATION PROGRAMS BE IMPLEMENTED. (DM)
ERIC: ED028303

1277 THE EDUCATIONAL AND OCCUPATIONAL PERSPECTIVES OF RURAL YOUTH. SEP63
SEWELL, WILLIAM H.
NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C.
NOTES: 31P.
ACADEMIC ACHIEVEMENT, ASPIRATION, COLLEGE BUILDINGS, COMMUNITY ATTITUDES, EDUCATIONAL GUIDANCE, EDUCATIONAL PLANNING, GUIDANCE PROGRAMS, INTELLIGENCE, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, RESEARCH PROJECTS, RURAL SCHOOLS, RURAL URBAN DIFFERENCES, RURAL YOUTH, SCHOOL ATTITUDES, SOCIOECONOMIC STATUS, SUPERIOR STUDENTS, TALENT IDENTIFICATION, PUBLIC HEALTH SERVICE, ROCKEFELLER FOUNDATION, STUDENT ASPIRATION, URBAN YOUTH WISCONSIN
THE PURPOSE OF THIS PAPER IS TO PRESENT A SUMMARY OF PRESENT KNOWLEDGE CONCERNING RURAL AND URBAN DIFFERENCES IN STUDENT ASPIRATION AND OCCUPATIONAL CHOICE OF YOUTH. THE PAPER RELIED HEAVILY ON DATA OBTAINED IN A WISCONSIN RESEARCH PROJECT FINANCED BY THE ROCKEFELLER FOUNDATION AND THE U.S. PUBLIC HEALTH SERVICE. OTHER STUDIES MENTIONED INDICATED THAT THE EDUCATIONAL PLANNING AND ASPIRATIONS OF RURAL YOUTH WERE GENERALLY LOWER THAN THOSE OF URBAN YOUTH. THE WISCONSIN DATA CONFIRMED PREVIOUS EDUCATIONAL PLANNING STUDIES AND ALSO INDICATED THAT THE OCCUPATIONAL CHOICE OF YOUTH WAS RELATED TO PLACE OF RESIDENCE. FACTORS CITED FOR THESE DIFFERENCES INCLUDED THE SOCIOECONOMIC STATUS AND ACADEMIC ACHIEVEMENT OF THE HOME, SCHOOL AND COMMUNITY ATTITUDES, AND MEASURED INTELLIGENCE. SUGGESTIONS FOR IMPROVEMENT INCLUDED INCREASED QUALITY OF RURAL SCHOOLS, BETTER EDUCATIONAL AND OCCUPATIONAL GUIDANCE IN THE RURAL SCHOOLS, ESTABLISHMENT OF PARENTAL GUIDANCE PROGRAMS, EARLY TALENT IDENTIFICATION OF SUPERIOR STUDENTS, AND INCREASED AVAILABILITY OF COLLEGE FACILITIES. (JS)
ERIC: ED019169

1278 EDUCATIONAL AND TRAINING ADJUSTMENTS IN SELECTED APPRENTICEABLE TRADES. FINAL REPORT, VOLUME 1. NOV 69
CREW, ALFRED S.
PURDUE RESEARCH FOUNDATION, LAFAYETTE, IND. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 289P.
APPRENTICESHIPS, EDUCATIONAL PROGRAMS, EMPLOYER ATTITUDES, MANPOWER DEVELOPMENT, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, TECHNOLOGICAL ADVANCEMENT, VOCATIONAL ADJUSTMENT, WORK ATTITUDES
THIS STUDY WAS UNDERTAKEN TO PROVIDE SUGGESTIONS FOR DEVELOPING AN OPTIMUM SYSTEM OF TRAINING IN THE APPRENTICEABLE TRADES. DATA WERE OBTAINED FROM PERSONAL INTERVIEWS AND FROM ROUGHLY 9,000 QUESTIONNAIRES WHICH WERE RETURNED BY APPRENTICES, JOURNEYMEN, INSTRUCTORS, EMPLOYERS, UNION OFFICIALS, TEACHER EDUCATORS, COUNSELORS, TRAINING COORDINATORS, AND HIGH SCHOOL STUDENTS. RECOMMENDATIONS WERE MADE WITH REGARD TO PHILOSOPHY, RECRUITING, TRAINING, ADMINISTRATION, TRAINING ENVIRONMENT, PERIOD OF INCENTURE, AND ADJUSTMENT TO TECHNOLOGICAL CHANGE. (EM)
ERIC: ED051359 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 190 996, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

1279 EDUCATIONAL AND VOCATIONAL GUIDANCE IN JAPAN JUN 76
FUJIMOTO, G. KIMACHI
VOCATIONAL GUIDANCE JOURNAL;24;4;349-356

(CONT.)

1279 PUPIL PERSONNEL SERVICES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, COUNSELING SERVICES, VOCATIONAL DEVELOPMENT, SECONDARY SCHOOLS, FOREIGN COUNTRIES, STATE OF THE ART REVIEWS, COUNSELOR TRAINING, FOLLOWUP STUDIES, JAPAN
IN JAPAN, STRONG EMPHASIS ON CAREER PLANNING AND PLACEMENT EXISTS WITHIN BOTH SCHOOL AND PUBLIC AGENCIES. BOTH SERVICES HAVE CONCENTRATED THEIR EFFORTS IN SECONDARY EDUCATIONAL PROGRAMS. CAREER GUIDANCE IS MINIMAL IN ELEMENTARY EDUCATION. CURRENT TRENDS SHOW THAT BOTH SERVICES ARE BEGINNING TO ADOPT A MORE DEVELOPMENTAL APPROACH TO CAREER GUIDANCE. (KRP)
ERIC: EJ142592

1280 EDUCATIONAL ATTAINMENT OF WORKERS, MARCH 1969 AND 1970. 70
DEUTERMANN, WILLIAM
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 44P.REPRINT FROM MONTHLY LABOR REVIEW 2696 OCT. 1970.
ACADEMIC ACHIEVEMENT, LABOR FORCE, EMPLOYMENT STATISTICS, DEMOGRAPHY, EMPLOYMENT EXPERIENCE, WORKING WOMEN, NEGRO EMPLOYMENT, UNEMPLOYMENT, LABOR FORCE PARTICIPATION
THIS SPECIAL LABOR FORCE REPORT INDICATES THAT THE GAP IN EDUCATIONAL ATTAINMENT BETWEEN MEN AND WOMEN WORKERS HAS CLOSED, AND THAT THE GAP BETWEEN WHITE AND BLACK WORKERS IS NARROWING. A MORE UNIFORMLY EDUCATED LABOR FORCE IS EXPECTED IN THE FUTURE. SUPPLEMENTARY TABLES PROVIDE HISTORICAL COMPARISONS AND DATA ON EMPLOYMENT, OCCUPATION, INDUSTRY, AND LABOR FORCE PARTICIPATION FOR VARIOUS AGE, SEX, COLOR, AND EDUCATIONAL GROUPS. (SH)
AIM/ARM: VT013801

1281 EDUCATIONAL ATTAINMENT OF WORKERS, MARCH 1974 1975
MCEADDY, B.J.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.2, FEB 1975, P. 64-69, BIBLIOG. 5
BLUE COLLAR WORKER, ECONOMICS, EDUCATION, LABOR FORCE, MINORITIES, UNEMPLOYMENT, WHITE COLLAR WORKER
STATISTICS IN THE DISTRIBUTION OF EDUCATIONAL ATTAINMENT THROUGHOUT THE LABOR FORCE.
MGMT: UML7500064

1282 EDUCATIONAL ATTAINMENT OF WORKERS, MARCH 1976, SPECIAL LABOR FORCE REPORT 193. 76
MICHELOTTI, KOPP
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 26P.
CENSUS FIGURES, EDUCATIONAL EXPERIENCE, FEMALES, LABOR FORCE, MALES, MINORITY GROUPS, OCCUPATIONAL SURVEYS, RACIAL DIFFERENCES, SEX DIFFERENCES, UNITED STATES
THE NUMBER OF WORKERS, WHICH INCLUDES PERSONS 16 YEARS OF AGE AND OLDER IN THE CIVILIAN NONINSTITUTIONAL POPULATION, WITH SPECIFIED AMOUNTS OF EDUCATION AND AVERAGE YEARS OF SCHOOL COMPLETED BY AGE, SEX, RACE, AND EMPLOYMENT STATUS IS SHOWN IN THIS REPORT. (IT IS BASED PRIMARILY ON INFORMATION FROM THE CURRENT POPULATION SURVEY, CONDUCTED AND TABULATED FOR THE BUREAU OF LABOR FORCE STATISTICS BY THE BUREAU OF THE CENSUS.) AFTER BRIEF DISCUSSIONS ABOUT THE LABOR FORCE ACTIVITY IN 1976, CHANGES IN EDUCATIONAL ATTAINMENT--1966-1976, AND EDUCATION AND OCCUPATION, FIVE SUMMARY TABLES SHOW COMPARATIVE INFORMATION ON EMPLOYMENT STATUS, LABOR FORCE PARTICIPATION RATES, UNEMPLOYMENT RATES, EDUCATIONAL ATTAINMENT, AND DIFFERENT OCCUPATIONAL GROUPS. THE TWO APPENDIXES COVER THE MAJORITY OF THE REPORT. APPENDIX A DEFINES OR EXPLAINS DIFFERENT TERMS AND CONCEPTS USED IN THE REPORT: APPENDIX B PRESENTS 14 TABLES COMPARING VARIOUS ASPECTS OF THE LABOR FORCE IN RELATION TO EDUCATIONAL LEVEL. (SH)
ERIC: ED134710 OFFICE OF CURRENT EMPLOYMENT ANALYSIS, BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR, WASHINGTON, D. C. 20212

1283 THE EDUCATIONAL DEFICIENCIES OF OCCUPATIONALLY UNSTABLE ECONOMIC-OPPORTUNITY MIGRANTS: AN EDUCATIONAL POLICY STUDY. 69
JENSEN, GALE E.
MICHIGAN UNIV., ANN ARBOR.
NOTES: 35P.
AGE DIFFERENCES, ATTITUDES, EDUCATIONAL BACKGROUND, EDUCATIONAL NEEDS, EMPLOYMENT EXPERIENCE, EMPLOYMENT OPPORTUNITIES, FAMILY INCOME, FEMALES, GEOGRAPHIC REGIONS, INVESTIGATIONS, MALES, MIGRATION PATTERNS, POPULATION TRENDS, SOCIOECONOMIC INFLUENCES, STATISTICAL DATA, UNDEREMPLOYED, UNEMPLOYED, MICHIGAN
CONCENTRATING ON TWO REGIONS IN LOWER MICHIGAN, THIS STUDY INVESTIGATED CRITERIA FOR IDENTIFYING OCCUPATIONALLY UNSTABLE PERSONS WHO CONTEMPLATE MIGRATING: SIGNIFICANT CHARACTERISTICS OF THIS GROUP: AND EDUCATIONAL DEFICIENCIES. DATA ON POPULATION TRENDS, SCHOOL ENROLLMENTS, AND UNEMPLOYMENT WERE COLLECTED: INTERVIEWS WERE HELD WITH 283 UNEMPLOYED SUBJECTS. FINDINGS INCLUDED THE FOLLOWING (1) ECONOMIC CONDITIONS FAVORED THE MIGRANT RECEIVING AREAS OVER SENDING AREAS: (2) SUBJECTS FROM THE TWO REGIONS DIFFERED SIGNIFICANTLY IN AGE, SEX, EDUCATION, WILLINGNESS TO MIGRATE, AND SIMILARITY OR DISSIMILARITY BETWEEN JOBS SOUGHT AND JOBS PREVIOUSLY HELD: (3) MAJOR EDUCATIONAL NEEDS LAY IN SUCH AREAS AS OBTAINING GENERAL SOCIOECONOMIC INFORMATION ABOUT COMMUNITIES, APPLICATION FORMS AND RELATED PRE-EMPLOYMENT PROCEDURES, SKILLS IN MATHEMATICS AND LANGUAGE ARTS, MAKING HOUSING ARRANGEMENTS, AND IDENTIFYING AND GETTING JOBS OFFERING THE POSSIBILITY OF SOCIAL AND ECONOMIC ADVANCEMENT. POLICY RECOMMENDATIONS WERE MADE FOR ORGANIZING AND IMPLEMENTING A CORRECTIVE EDUCATIONAL PROGRAM THROUGH EXISTING AGENCIES, AND FOR AN EXPERIMENTAL PROGRAM TO DEVELOP SOCIAL KNOWLEDGE AND SKILLS NEEDED FOR SUCCESSFUL MIGRATION. (TEN TABLES AND FOUR MAPS ARE INCLUDED.) (LY)
ERIC: ED037613 PROGRAM ON COMMUNITY AND EDUCATIONAL REORGANIZATION FOR ECONOMIC

(CONT.)
1283 DEVELOPMENT, UNIVERSITY OF MICHIGAN, ANN ARBOR, MICH. 48104

1284 EDUCATIONAL IMPLICATIONS OF TECHNOLOGICAL CHANGE. 08OCT63
VENN, GRANT
NOTES: 6P.
CHANGE AGENTS, CONTINUOUS LEARNING, EDUCATIONAL CHANGE, EDUCATIONAL ENVIRONMENT, FARM LABOR PROBLEMS, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, LABOR STANDARDS, MIGRANT EDUCATION, ORGANIZATIONAL CHANGE, RURAL EDUCATION, SEMISKILLED WORKERS, SMALL SCHOOLS, SOCIAL CHANGE, TECHNOLOGICAL ADVANCEMENT, TECHNOLOGY, UNSKILLED WORKERS, WORK ATTITUDES, WORK ENVIRONMENT
THE RAPID TECHNOLOGICAL CHANGE TAKING PLACE IN THE UNITED STATES IS ESTABLISHING A NEW RELATIONSHIP BETWEEN MAN, EDUCATION, AND WORK IN WHICH IT IS BECOMING NECESSARY FOR ALL MEN TO OBTAIN AN EDUCATION IN ORDER TO WORK. THE IMPLICATIONS FOR EDUCATION CONCERN THE DEVELOPMENT OF THE TALENTS AND ABILITIES OF EVERY PERSON, AND THE DEVELOPMENT OF MANPOWER SKILLS NEEDED TO MEET THE NEW REQUIREMENTS OF A TECHNOLOGICAL AGE. EDUCATION MUST PROVIDE A FUNCTIONAL LITERACY FOR EVERY CHILD AND DEVELOP ATTITUDES TOWARD WORK IN WHICH EDUCATION IS A RESPECTED FACTOR. FOR THOSE STUDENTS WITH SPECIAL NEEDS, EDUCATION MUST DEVELOP SPECIAL PROGRAMS THAT PROVIDE SALEABLE JOB SKILLS. OPPORTUNITIES MUST BE EXTENDED FOR POST-HIGH SCHOOL EDUCATION IN THE CONTINUING REEDUCATION PROCESS NECESSARY FOR ADJUSTMENT TO TECHNOLOGICAL CHANGE. THE NECESSITY OF EXPERIMENTATION, RESEARCH, AND FLEXIBLE APPROACHES TO THE EDUCATION AND OCCUPATIONAL PREPARATION OF ALL PEOPLE ARE DEMANDED BY TECHNOLOGICAL CHANGE. (DK)
ERIC: ED020060

1285 EDUCATIONAL NEEDS ASSESSMENT OF ADULTS IN THE GLOBE-MIAMI AREA. FINAL REPORT. AUG 74
EASTERN ARIZONA COLL., THATCHER. ARIZONA STATE DEPT. OF EDUCATION, PHOENIX. DIV. OF VOCATIONAL EDUCATION.; BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 69P.
ADULT STUDENTS, ADULT VOCATIONAL EDUCATION, COMMUNITY SURVEYS, EDUCATIONAL NEEDS, JUNIOR COLLEGES, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, STUDENT CHARACTERISTICS, STUDENT NEEDS, VOCATIONAL EDUCATION, EASTERN ARIZONA COLLEGE, NEEDS ASSESSMENT
IN ORDER TO IDENTIFY VOCATIONAL PROGRAMS WHICH WOULD MEET THE EDUCATIONAL DESIRES AND ASPIRATIONS OF THE COMMUNITY AND THE MANPOWER TRAINING NEEDS OF BUSINESS AND INDUSTRY, EASTERN ARIZONA COLLEGE (EAC) CONDUCTED A NEEDS ASSESSMENT OF THE GLOBE-MIAMI AREA. DURING THE SPRING SEMESTER OF 1973-74, EXISTING DEMOGRAPHIC AND OTHER DATA WERE REVIEWED; A QUESTIONNAIRE WAS SENT TO HIGH SCHOOL JUNIORS, SENIORS, THEIR PARENTS, AND SELECTED EAC STUDENTS; A SECOND QUESTIONNAIRE WAS SENT TO A TEN PERCENT RANDOM SAMPLE OF THE ADULTS RESIDING IN THE AREA; AND A THIRD QUESTIONNAIRE WAS SENT TO LOCAL BUSINESSES AND INDUSTRIES. EXISTING AND POTENTIAL EMPLOYMENT OPPORTUNITIES AND THE AMOUNT OF TRAINING AVAILABLE THROUGH OTHER INSTITUTIONS AND AGENCIES WERE ALSO ANALYZED. SURVEY RESULTS AND FINAL ANALYSIS OF THE DATA ARE PRESENTED. IDENTIFIED TARGET GROUPS INCLUDED THE HANDICAPPED, PERSONS NEEDING JOB UPGRADING, SCHOOL DROPOUTS, SENIOR CITIZENS, AND WOMEN RETURNING TO THE LABOR MARKET. IT WAS CONCLUDED THAT THE VOCATIONAL PROGRAMS THAT WOULD MEET THE NEEDS OF BOTH THE COMMUNITY AND BUSINESS AND INDUSTRY WERE BUSINESS, SALES/MID-MANAGEMENT, AND SECRETARIAL; AUTO/DIESEL MECHANICS; JUSTICE ADMINISTRATION; HOME ECONOMICS; AND ELECTRONICS, DRAFTING, AND MINING TECHNOLOGY. THE QUESTIONNAIRES ARE APPENDED. (DC)
ERIC: ED107336

1286 EDUCATIONAL OPPORTUNITIES PROVIDED BY COMMUNITY ACTION PROGRAMS. 23OCT67
PINNOCK, THEODORE J.
NOTES: 9P.
COMMUNITY ACTION, ECONOMIC DISADVANTAGEMENT, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL PROGRAMS, INCIDENTAL LEARNING, JOBS, JOB TRAINING, MIGRANTS, MINORITY GROUPS, OPPORTUNITIES, PROGRAMS, RURAL AREAS, RURAL YOUTH, SEASONAL LABORERS, VOLUNTEERS, YOUTH PROGRAMS, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, OEO, VISTA
INFORMAL EDUCATION PRIMARILY INCLUDES EDUCATION FOR EVERYDAY EFFECTIVE LIVING AND DOES NOT NECESSARILY HAVE TO INCLUDE COURSES FOR CREDIT AT THE HIGH SCHOOL AND COLLEGE LEVELS. MILLIONS OF POVERTY STRICKEN PEOPLE CAN BENEFIT FROM THE TYPE OF INFORMAL EDUCATION PROVIDED THROUGH THE OFFICE OF ECONOMIC OPPORTUNITY (OEO) IN SUCH PROGRAMS AS--(1) THE JOB CORPS, (2) THE NEIGHBORHOOD YOUTH CORPS, (3) THE VISTA PROJECTS, (4) THE TUSKEGEE INSTITUTE COMMUNITY EDUCATION PROGRAMS, (5) THE YOUTH EDUCATION SERVICES, INC., AND (6) VARIOUS OTHER HEALTH AND EDUCATIONAL PROGRAMS. THE POWER STRUCTURES IN SOME OF THE LOCAL COMMUNITIES OF THE SOUTH HAVE OPPOSED MANY OF THE OEO PROGRAMS AND BLOCKED THEIR PROGRESS, BUT BY CONTINUING THESE PROGRAMS THE RURAL POVERTY CYCLE CAN BE BROKEN. THIS SPEECH WAS DELIVERED AT THE NATIONAL OUTLOOK CONFERENCE ON RURAL YOUTH, OCTOBER 23-26, 1967, WASHINGTON, D.C., SPONSORED JOINTLY BY THE U.S. DEPARTMENTS OF AGRICULTURE, HEALTH, EDUCATION, AND WELFARE, INTERIOR, AND LABOR, OEO, AND THE PRESIDENTS COUNCIL ON YOUTH OPPORTUNITY. (ES)
ERIC: ED016551

1287 EDUCATIONAL PLANNING FOR ECONOMIC GROWTH. FE867
KOULOURIANOS, DIMITRI TH.
CALIFORNIA UNIV., BERKELEY. CENTER FOR RESEARCH IN MANAGEMENT SCIENCE.
COSTS, ECONOMIC DEVELOPMENT, ECONOMICS, EDUCATIONAL BENEFITS, EDUCATIONAL DEMAND, EDUCATIONAL PLANNING, INPUT OUTPUT, INVESTMENT, LINEAR PROGRAMING, MANPOWER DEVELOPMENT, MATHEMATICAL MODELS, MODELS, PRODUCTIVITY, RESOURCE ALLOCATIONS, STUDENTS, UNIVERSITIES,

(CONT.)
1287 BERKELEY
THE PARTICULAR CHARACTERISTICS OF EDUCATION AS AN ECONOMIC GOOD ARE EXAMINED. THE LITERATURE ON THE ECONOMIC VALUE OF EDUCATION, THE DIFFERENT APPROACHES TO EDUCATIONAL PLANNING, AND THE MATHEMATICAL MODELS PROPOSED FOR THIS PURPOSE ARE ANALYZED. THESE APPROACHES ARE SYNTHESIZED TO OBTAIN A COMPREHENSIVE ESTIMATE OF THE DEMAND FOR EDUCATION. THE PRODUCTION AND SUPPLY SIDES OF EDUCATION ARE DISCUSSED, AND INPUT-OUTPUT SCHEME AND ACTIVITY ANALYSIS MODELS ARE PROPOSED AS ANALYTICAL TOOLS IN DRAFTING MEANINGFUL EDUCATIONAL PLANS. DATA FROM THE BERKELEY CAMPUS OF THE UNIVERSITY OF CALIFORNIA ARE USED TO ESTIMATE COEFFICIENTS FOR THE NONINSTRUCTIONAL HUMAN INPUTS IN HIGHER EDUCATION. THIS DOCUMENT IS AVAILABLE AS AD 647 998 FROM CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, CAMERON STATION, SPRINGFIELD, VIRGINIA 22314, FOR $3.00 HC, $0.65 MF. (HW)
ERIC: ED014133

1288 EDUCATIONAL RETRAINING REQUIREMENTS OF THE OLDER FEMALE LABOR POOL RETURNEE. 67
KAUFMAN, CHARLES WESLEY
ARIZONA UNIV., TUCSON.
NOTES: 358P.; ED. D. THESIS.
ATTITUDES, COMMUNITY RESOURCES, DOCTORAL THESES, EDUCATIONAL BACKGROUND, EDUCATIONAL NEEDS, EDUCATIONAL OPPORTUNITIES, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, FACILITIES, FEMALES, INDUSTRY, RESEARCH, SOCIOECONOMIC STATUS, VOCATIONAL RETRAINING, ARIZONA
A STUDY WAS MADE OF FACTORS IN MATURE FEMALE CURRICULUM PLANNING IN TUCSON, ARIZONA, VOCATIONAL INSTITUTIONS. THE STUDY INCLUDED A COMMUNITY FACILITIES INVENTORY, EMPLOYER NEEDS AND ATTITUDES, NEEDS AND INTERESTS OF WOMEN 35 AND OLDER, AND DETERMINATION OF HOW WELL THE NEEDS OF INDUSTRY COULD BE FULFILLED BY COMMUNITY ASSETS AND HUMAN RESOURCES. A QUESTIONNAIRE AND INTERVIEW SURVEY OF EMPLOYER NEEDS SHOWED FAVORABLE ATTITUDES TOWARD EMPLOYING MATURE FEMALES AND PROVIDED A LIST OF OCCUPATIONS AVAILABLE PRESENTLY AND FIVE YEARS HENCE. RESULTS OF A SIMILAR INVESTIGATION OF MATURE WOMENS NEEDS AND ATTITUDES INCLUDED THE FOLLOWING (1) THE MAJORITY WERE INTERESTED IN RETURNING TO WORK; (2) TYPE OF OCCUPATION DESIRED VARIED DIRECTLY WITH COMMUNITY SOCIAL STATUS; (3) MONETARY NEED WAS THE PRIME MOTIVE AT ALL LEVELS, BUT AT HIGHER SOCIAL LEVELS BOREDOM WAS ALSO AN IMPORTANT FACTORS; (4) HIGHER SOCIAL GROUPS WERE ALREADY WELL TRAINED AND WOULD NEED ONLY RETRAINING, WHILE LOWER GROUPS WOULD NEED COMPLETE VOCATIONAL TRAINING. DATA ON MATURE WOMEN WERE ANALYZED BY A FIVE-CATEGORY SOCIOECONOMIC SCALE. (AUTHOR/LY)
ERIC: ED026617 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 67-12,209, MF $4.60, XEROGRAPHY $16.20).

1289 AN EDUCATIONAL SEESAW OCCUPATIONAL GENERALISTS OR SPECIALISTS JAN 76
EGGLAND, STEVE A.;WILLIAMS, JOHN W.
COMMUNITY COLLEGE REVIEW;3;3;30-35
JUNIOR COLLEGES, CURRICULUM DESIGN, SPECIALISTS, GENERAL EDUCATION, MANAGERIAL OCCUPATIONS, VOCATIONAL EDUCATION, OCCUPATIONAL CLUSTERS, MANAGEMENT EDUCATION, MIDDLE MANAGEMENT
THIS ARTICLE SUMMARIZES THE DEBATE BETWEEN THOSE WHO FAVOR EDUCATING GENERALISTS AND THOSE WHO FAVOR EDUCATING SPECIALISTS, AND OFFERS A COMPROMISE, BASED ON THE RESEARCH, WHICH IS TO OFFER BOTH GENERAL AND SPECIALIZED PROGRAMS FOR MIDDLE-MANAGEMENT LEVELS OF BUSINESS OCCUPATIONS. (AUTHOR/NHM)
ERIC: EJ133032

1290 EDUCATIONAL STRATEGIES FOR WORKING WITH MEXICAN-AMERICAN STUDENTS.
ARIZONA STATE DEPT. OF EDUCATION, PHOENIX. DIV. OF VOCATIONAL EDUCATION.; ARIZONA STATE UNIV., TEMPE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 106P.
CAREER AWARENESS, CAREER EDUCATION, CAREER EXPLORATION, CAREER PLANNING, CULTURAL BACKGROUND, INSTITUTES (TRAINING PROGRAMS), LEARNING ACTIVITIES, MEXICAN AMERICANS, OCCUPATIONAL GUIDANCE, POST SECONDARY EDUCATION, SECONDARY EDUCATION, SOCIOCULTURAL PATTERNS
WRITTEN FOR AN INSTITUTE FOR GUIDANCE, COUNSELING, ADMINISTRATIVE, SUPERVISORY, AND TEACHING PERSONNEL IN VOCATIONAL PROGRAMS FOR CHICANO STUDENTS AT THE SECONDARY OR POSTSECONDARY SCHOOL LEVEL, THIS MANUAL FEATURES ESSAYS ON VARIOUS ASPECTS OF THE MEXICAN-AMERICAN CULTURE AND SEVERAL SECTIONS RELATED TO CAREER EDUCATION. STARTING WITH BRIEF DISCUSSION OF THE HISTORY OF MEXICAN-AMERICANS AND AN EXPLANATION OF THE TERM CHICANO, THE MANUAL ALSO CONTAINS ESSAYS ON DEMOGRAPHY, THE SOCIAL CLASS STRUCTURE OF THE CHICANO FAMILY, EDUCATION, POLITICS, FATALISM, SPIRITUALITY, SELF CONCEPT, FOLKLORE, LOVE OF NATURE, FOOD, MUSIC, DANCE, CHILDRENS GAMES, LITERATURE, ARCHITECTURE, AND LANGUAGE AND BILINGUALISM. THE DOCUMENT ALSO INCLUDES SECTIONS ON CAREER INFORMATION, AWARENESS, PREPARATION, AND EXPLORATION AND A NUMBER OF SUGGESTED STUDENT LEARNING ACTIVITIES RELATED TO CAREER EDUCATION, FOR EXAMPLE, WRITING LETTERS OF APPLICATION. ANOTHER SECTION CARRIES A LIST OF SOURCES OF SCHOLARSHIPS AND LOANS FOR MEXICAN-AMERICANS, AND THE FINAL SECTION CONTAINS A LIST OF SUGGESTED READINGS. RECOMMENDATIONS OF PARTICIPANTS OF THE INSTITUTE FOR USE OF THE MANUAL ARE INCLUDED. (LMS)
ERIC: ED141625

1291 AN EDUCATIONAL-VOCATIONAL DEVELOPMENT PROGRAM FOR ADULT WOMEN MAR 77
SETNE, VERLIS L.
VOCATIONAL GUIDANCE QUARTERLY;25;3;232-237

(CONT.)

1291 COMMUNITY SERVICE PROGRAMS, FEMALES, VOCATIONAL INTERESTS, OCCUPATIONAL ASPIRATION, VOCATIONAL DEVELOPMENT, CAREER AWARENESS, PROGRAM DESCRIPTIONS, EDUCATIONAL PROGRAMS, ADULT EDUCATION
A WORKSHOP PRESENTED BY A COMMUNITY HEALTH CENTER PROVIDES ADULT WOMEN AN OPPORTUNITY TO EXPLORE THEIR VOCATIONAL NEEDS, INTERESTS AND VALUES THROUGH THE EDUCATION-VOCATIONAL RESOURCES OF THE COMMUNITY. (AUTHOR)
ERIC: EJ156730

1292 EDUCATIONALLY DEFICIENT ADULTS: THEIR EDUCATION AND TRAINING NEEDS. 65
MCGRAW-HILL, INC., NEW YORK, N.Y. INFORMATION AND TRAINING SERVICE DIV.: OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF VOCATIONAL AND TECHNICAL EDUCATION.
CONTRACT NO. OEC-4-99-027
NOTES: 68P.
ADULT BASIC EDUCATION, ANCILLARY SERVICES, COMMUNITY INVOLVEMENT, COUNSELING, EDUCATIONALLY DISADVANTAGED, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, EVALUATION, INDIVIDUAL CHARACTERISTICS, INSTRUCTIONAL MATERIALS, INSTRUCTIONAL STAFF, JOB TRAINING, MOTIVATION, PROGRAM DESCRIPTIONS, RECRUITMENT, STATISTICAL DATA, STUDENT EVALUATION, SURVEYS, VOCATIONAL EDUCATION
A SURVEY OF PROGRAM ADMINISTRATORS, INTERVIEWS WITH PROGRAM PERSONNEL AND STATE EMPLOYMENT SERVICE OFFICERS, AND A RESEARCH REVIEW WERE CONDUCTED TO DEVELOP GUIDELINES FOR MEETING THE OCCUPATIONAL AND TRAINING NEEDS OF UNDEREDUCATED ADULTS. DATA FROM PROGRAMS IN PENNSYLVANIA, ARIZONA, MISSOURI, VIRGINIA, WEST VIRGINIA, THE DISTRICT OF COLUMBIA, NEW YORK CITY, AND ELSEWHERE WERE GATHERED ON CHARACTERISTICS OF EDUCATIONALLY DEFICIENT ADULTS, MAJOR PROGRAM FEATURES, JOB AND TRAINING OPPORTUNITIES, RECRUITMENT, SCREENING, AND TESTING, COUNSELING AND AUXILIARY SERVICES, AND COMMUNITY INVOLVEMENT. ADULT BASIC AND VOCATIONAL EDUCATION (INCLUDING JOB-ORIENTED SOCIAL TRAINING) FOR SEMISKILLED AND SKILLED OCCUPATIONS, UNITED COMMUNITY EFFORTS TO RECRUIT AND ENCOURAGE POORLY MOTIVATED ADULTS, CLOSE INTEGRATION OF LITERACY AND JOB TRAINING, STUDENT GROUPING BY ABILITY, TEAM TEACHING, INSTRUCTOR TRAINING, AND RESEARCH AND DEVELOPMENT WERE AMONG THE MAJOR AREAS OF NEED. APPENDIXES INCLUDE A SAMPLE QUESTIONNAIRE, REFERENCES, QUESTIONNAIRE RESPONDENTS, PROGRAMS AND EMPLOYMENT SERVICES VISITED, AND A LIST OF PUBLISHED MATERIALS USED IN THE PROGRAMS. (LY)
ERIC: ED022123 SUPERINTENDENT OF DOCUMENTS, U.S.GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (FS 5.213 13029 $.40)

1293 EDUCATION: BARRIER OR BOON TO CHANGING OCCUPATIONAL ROLES OF WOMEN 1976
WIRTENBERG, T.J.; NAKAMURA, C.Y.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 165-179. BIBLIOG. 56
COLLEGES AND UNIVERSITIES, DISCRIMINATION, EDUCATION, EMPLOYMENT, FEDERAL AID, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, LEGISLATION, SOCIAL CHANGE, SOCIAL ISSUES, TRAINING AND DEVELOPMENT, WOMEN
SEX-BIASED EDUCATIONAL PRACTICES IMPLICIT IN TEXTBOOKS AND INSTRUCTIONAL MATERIALS, DIFFERENTIAL CURRICULA FOR MALES AND FEMALES, AND VOCATIONAL COUNSELING AND TESTING ARE DISCUSSED. THE REQUIREMENTS STIPULATED BY TITLE IX OF HEW ARE EXAMINED. THE PURPOSE OF TITLE IX IS TO PROVIDE EDUCATIONAL EQUITY FOR WOMEN IN THE U.S. BY SETTING UP A COUNCIL ON WOMENS EDUCATION.
MGMT: JSI76P0155

1294 EEO AGREEMENTS AND CONSENT DECREES MAY BE BOOBY-TRAPS 1977
PINGLER, L.J.
THE PERSONNEL ADMINISTRATOR, VOL.22, NO.2, FEB 1977, P. 16-21. BIBLIOG. 4
AFFIRMATIVE ACTION, DISCRIMINATION, EEO, EMPLOYMENT POLICY, GOVERNMENT REGULATION, LABOR UNIONS, PERSONNEL MANAGEMENT
EMPLOYERS MUST DEFEND THEIR RIGHTS TO HIRE AND PROMOTE THE BEST QUALIFIED PERSONS, AND SHOULD NOT BE HAMPERED BY THE EEO COUPLED WITH COURT-ORDERED CONSENT AGREEMENTS. CONSENT AGREEMENTS ARE OFTEN AT ODDS WITH LABOR AGREEMENTS.
MGMT: PA07780016

1295 EEO AND THE WHITE MALE 1974
PERSONNEL JOURNAL, VOL.53, NO.12, DEC 1974, P. 917.
AFFIRMATIVE ACTION, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, MINORITIES
CONFRONTS THE ISSUE OF THE WHITE MALE BACKLASH TO THE EQUAL EMPLOYMENT OPPORTUNITY BEING EXTENDED TO BLACKS AND WOMEN WHICH OCCASIONALLY FORCES THE WHITE MALE TO BE DENIED A PROMOTION OR JOB HE FEELS HE DESERVES.
MGMT: PEJ7430917-1

1296 EEO COMPLIANCE: BEHIND THE CORPORATE MASK 1975
LEAR, F.
HARVARD BUSINESS REVIEW, VOL.53, NO.4, JULY-AUG 1975, P. 138-146.
CORPORATE BEHAVIOR, DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MINORITIES
SPOT CHECKING RECENT OVERT AND COVERT BEHAVIOR BY TOP UNITED STATES CORPORATIONS IN COMPLYING WITH THE EQUAL EMPLOYMENT OPPORTUNITY ACT.
MGMT: HBR75G0138

1297 EEO, SENIORITY, AND LAYOFFS 1976
LEDVINKA, J.
PERSONNEL, VOL.53, NO.1, JAN/FEB 1976, P. 61-67.

(CONT.)

1297 EEO, INDUSTRIAL RELATIONS, LAW, LAYOFF, MINORITIES IN BUSINESS, SENIORITY
LAYOFF PROCEDURES ARE UNDER REVIEW IN THE COURTS. THERE ARE CERTAIN CHANGES THAT WILL AFFECT SENIORITY RULES AND THE RIGHTS OF MINORITIES AND WOMEN.
MGMT: PER76A0061

1298 THE EEOC RETREATS AFTER A SENIORITY RULING 1977
BUSINESS WEEK, NO.2488, JUNE 20, 1977, P. 28-30.
DISCRIMINATION, EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, LITIGATION, MINORITIES, PROMOTION, SENIORITY
THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION IS GOING TO HAVE TO CHANGE STRATEGY AS A RESULT OF A SUPREME COURT DECISION IN A TEAMSTERS CASE WHICH OVERTHREW LOWER COURT DECISIONS PERMITTING REEVALUATION OF SENIORITY SYSTEMS IF THEY RESULTED IN DISCRIMINATION AGAINST PROMOTION OPPORTUNITIES FOR MINORITIES.
MGMT: BWE77F2028

1299 EFFECT OF BASIC LITERACY TRAINING ON TEST SCORES. SEP 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 33P.
ADULT BASIC EDUCATION, EDUCATIONALLY DISADVANTAGED, LITERACY EDUCATION, STATISTICAL ANALYSIS, TABLES (DATA), TEST RESULTS, TESTS
THIS STUDY INVESTIGATED CHANGES IN TEST PERFORMANCE OF DISADVANTAGED PEOPLE AS A RESULT OF LITERACY TRAINING. DIFFERENCES BETWEEN SCORES OBTAINED BEFORE AND AFTER BASIC LITERACY TRAINING WERE OBTAINED. THE STUDY ALSO INVESTIGATED PREDICTORS OF ACHIEVEMENT-TEST-SCORE IMPROVEMENT. STANDARDIZED ACHIEVEMENT TESTS OF VOCABULARY, READING COMPREHENSION, ARITHMETIC COMPUTATION, AND ARITHMETIC REASONING WERE ADMINISTERED IN 16 STATES. RAW SCORES WERE CONVERTED TO GRADE SCORE UNITS AND FIVE DERIVED SCORES WERE COMPUTED. THE GENERAL APTITUDE TEST BATTERY (GATB) TESTS WERE ALSO ADMINISTERED. MEAN ACHIEVEMENT TEST IMPROVEMENT WAS APPROXIMATELY NINE GRADE SCORES OR ONE GRADE EQUIVALENT FOR A MEAN OF 208 HOURS OF TRAINING. INITIAL READING ACHIEVEMENT, MINORITY GROUP STATUS, GATB APTITUDES, AND NONREADING TEST PERFORMANCE PREDICTED ARITHMETIC IMPROVEMENT. IN GENERAL, THE SAME VARIABLES DID NOT PREDICT OR WERE NOT AS PREDICTIVE OF READING ACHIEVEMENT IMPROVEMENT. (AUTHOR)
ERIC: ED057169

1300 THE EFFECT OF DISABILITY ON LABOR SUPPLY OCT 74
SCHEFFLER, RICHARD M.;IDEN, GEORGE
INDUSTRIAL AND LABOR RELATIONS REVIEW;28:1;122-32
PHYSICAL HEALTH, LABOR SUPPLY, OCCUPATIONAL SURVEYS, EMPLOYMENT PATTERNS, LABOR FORCE NONPARTICIPANTS, PHYSICALLY HANDICAPPED, TABLES (DATA), PREDICTOR VARIABLES, MANPOWER UTILIZATION
THE STUDY MEASURES THE SIGNIFICANCE OF THE HEALTH VARIABLE IN A MODEL EXPLAINING VARIATIONS IN LABOR SUPPLY. RESULTS INDICATE THAT THE DISABILITY VARIABLE SUBSTANTIALLY INCREASES THE EXPLANATORY POWER OF THE CONVENTIONAL MODEL OF LABOR SUPPLY, WHICH OTHERWISE OVEREMPHASIZES EDUCATION AND FAMILY STATUS. (AUTHOR/HW)
ERIC: EJ103902

1301 EFFECT OF HOURLY OVERPAY AND UNDERPAY INEQUITY WHEN TESTED WITH A NEW INDUCTION PROCEDURE FEB 71
VALENZI, E. R.;ANDREWS, I. R.
JOURNAL OF APPLIED PSYCHOLOGY;55:1;22-27
EMPLOYEE ATTITUDES, EMPLOYMENT QUALIFICATIONS, FEMALES, JOB SATISFACTION, MIDDLE CLASS, NEED GRATIFICATION, ORGANIZATIONAL CLIMATE, PERFORMANCE FACTORS, SELF ESTEEM, WAGES
ERIC: EJ034947

1302 THE EFFECT OF INCOME AND WAGE RATES ON THE LABOR SUPPLY OF PRIME AGE WOMEN JUN 74
GARFINKEL, IRV;MASTERS, STANLEY
WISCONSIN UNIV.-MADISON. INST. FOR RESEARCH ON POVERTY.*OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: DISCUSSION PAPERS 65P
INCOME, FEMALES, WISCONSIN, NTISSLLC
THE AUTHORS ESTIMATE THE EFFECT OF INCOME AND WAGE RATES ON THE LABOR SUPPLY OF PRIME AGE MARRIED WOMEN, SINGLE WOMEN, AND FEMALE FAMILY HEADS. ECONOMIC THEORY PREDICTS A POSITIVE SUBSTITUTION EFFECT AND, PROVIDING LEISURE IS A NORMAL GOOD, A NEGATIVE INCOME EFFECT. ECONOMIC AND SOCIOLOGICAL CONSIDERATIONS SUGGEST THAT THE MAGNITUDE OF THE INCOME AND SUBSTITUTION EFFECTS SHOULD VARY WITH DEMOGRAPHIC GROUPS. IN GENERAL, THE GREATER THE SOCIAL PRESSURE TO WORK THE MORE NARROW IS THE ROLE FOR CHOICE ON ECONOMIC GROUNDS, AND THE SMALLER WILL BE THE INCOME AND SUBSTITUTION EFFECTS.
NTIS: P3-268 840/6ST NTIS PRICES PC A04/MF A01

1303 THE EFFECT OF INCOME AND WAGE RATES ON THE LABOR SUPPLY OF YOUNG MEN AND WOMEN. DISCUSSION PAPER NO. 226-74. OCT 74
GARFINKEL, IRWIN;MASTERS, STANLEY
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 55P.
AGE DIFFERENCES, ECONOMIC RESEARCH, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, GUARANTEED INCOME, INCOME, LABOR ECONOMICS, LABOR MARKET, LABOR SUPPLY, SEX DIFFERENCES, STATISTICAL ANALYSIS, STUDENT EMPLOYMENT, WAGES, YOUNG ADULTS

(CONT.)

1303 WHILE STATIC ECONOMIC THEORY PREDICTS THAT MOST INCOME TRANSFER PROGRAMS WILL LEAD TO REDUCTIONS IN THE LABOR SUPPLY OF PROGRAM BENEFICIARIES, THE THEORY HAS NOTHING TO SAY ABOUT THE MAGNITUDE OF SUCH REDUCTIONS. IN ORDER TO PREDICT THE MAGNITUDE OF SUCH REDUCTIONS, THE LABOR SUPPLY SCHEDULE OF POTENTIAL BENEFICIARIES MUST BE KNOWN. IN PREVIOUS PAPERS WE PRESENTED ESTIMATES OF THE EFFECTS OF INCOME AND WAGE RATES ON THE LABOR SUPPLY OF PRIME AGE MALES AND FEMALES. IN THIS PAPER WE PRESENT AND DISCUSS SIMILAR RESULTS FOR MEN AND WOMEN AGED 20 TO 24. PROBABLY THE MOST INTERESTING ASPECT OF THE LABOR SUPPLY DECISION OF YOUNG PEOPLE IS ITS INTERCONNECTION WITH THE DECISION OF HOW MUCH TIME TO SPEND IN SCHOOL. THE IMPORTANCE OF THE ROLE OF EDUCATION IS REFLECTED HERE. IN THE FIRST SECTION OF THE PAPER WE PRESENT OUR BASIC MODELS, DESCRIBE THE DATA THAT WE SHALL USE FOR TESTING THE MODELS AND DISCUSS OUR A PRIORI EXPECTATIONS WITH REGARD TO THE MAGNITUDE OF (AND BIASES IN) THE VARIOUS ELASTICITY ESTIMATES. IN THE SECOND SECTION WE PRESENT INCOME ELASTICITY ESTIMATES FOR MARRIED MEN, SINGLE MEN, AND SINGLE WOMEN. SIMILAR ESTIMATES FOR MARRIED WOMEN ARE PRESENTED IN SECTION THREE, WHILE WAGE AND SUBSTITUTION ELASTICITIES ARE DISCUSSED BRIEFLY IN SECTION FOUR. THE FINAL SECTION CONTAINS A VERY BRIEF SUMMARY AND CONCLUSION. (AUTHOR/JM)
ERIC: ED102282

1304 THE EFFECT OF JOB EXPERIENCE ON EARNINGS AMONG MIDDLE-AGED MEN. INSTITUTE FOR RESEARCH ON POVERTY DISCUSSION PAPERS. OCT 75
LEIGH, DUANE E.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.; EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 28P.
AGE, CAREER CHANGE, CAUCASIANS, ECONOMIC RESEARCH, EDUCATIONAL BACKGROUND, EDUCATIONAL EXPERIENCE, EMPLOYMENT EXPERIENCE, JOB SKILLS, JOB TRAINING, LABOR ECONOMICS, MALES, MATHEMATICAL MODELS, MIDDLE AGED, NEGRO EMPLOYMENT, NEGROES, OCCUPATIONAL MOBILITY, OCCUPATIONAL SURVEYS, OCCUPATIONS, RACIAL DIFFERENCES, VOCATIONAL EDUCATION, WAGES, WORK EXPERIENCE
THE PRIMARY PURPOSE OF THIS PAPER IS TO IMPROVE ON THE SPECIFICATION OF JOB EXPERIENCE AS MEASURED BY CURRENT AGE, MINUS AGE AT COMPLETION OF FORMAL SCHOOLING. THE PROCESS OF ACQUIRING PRODUCTIVE JOB SKILLS WAS MODELED BY FIRST FOCUSING ON THE DETERMINATION OF THE LEVEL OF FIRST-JOB OCCUPATION AND THEN, GIVEN INITIAL OCCUPATION, EXAMINING THE DETERMINANTS OF OCCUPATIONAL ADVANCEMENT. THE IMPACT OF INITIAL OCCUPATIONAL LEVEL AND OCCUPATIONAL CHANGE ON CURRENT (1966) WAGE RATES WERE THEN EXAMINED. IN THE EMPIRICAL ANALYSIS, SEPARATE EQUATIONS FOR MIDDLE-AGED BLACK AND WHITE MEN WERE ESTIMATED TO FOCUS ON RACIAL DIFFERENCES IN THE ACQUISITION OF LABOR MARKET EXPERIENCE. THE PRIMARY FINDING IS THAT IT IS WORK EXPERIENCE ACCOMPANIED BY OCCUPATIONAL ADVANCEMENT, RATHER THAN WORK EXPERIENCE PER SE, THAT HAS AN EFFECT ON THE DISTRIBUTION OF WAGE RATES. (AUTHOR/HD)
ERIC: ED127445

1305 THE EFFECT OF MALE VERSUS FEMALE LEADERS ON FOLLOWER SATISFACTION AND PERFORMANCE 1975
BARTOL, K.M.
JOURNAL OF BUSINESS RESEARCH, VOL.3, NO.1, JAN 1975, P. 33-42. BIBLIOG. 15
HUMAN RESOURCE DEVELOPMENT, JOB ANALYSIS, JOB SATISFACTION, LEADERSHIP, MANAGEMENT, MEN, QUANTITATIVE METHODS, WOMEN
MALE LEADERS SEEM TO HAVE ADVERSELY AFFECTED SATISFACTION WITH TASK STRUCTURE FOR FEMALE MEMBERS OF THEIR GROUPS, WHILE FEMALE LEADERS SEEM TO HAVE A MILDLY POSITIVE EFFECT ON THE TASK SATISFACTION OF FEMALE FOLLOWERS IN MIXED GROUPS.
MGMT: JBS7530033

1306 THE EFFECT OF RURALITY ON THE EDUCATION OF RURAL YOUTH. JUN68
CHARLES, EDGAR B.
NEW MEXICO STATE UNIV., UNIVERSITY PARK. ERIC CLEARINGHOUSE ON RURAL EDUCATION AND SMALL SCHOOLS.
CONTRACT NO. OEC-4-6-062469-1574
NOTES: 8P.
COMMUNITY BENEFITS, COURSES, CULTURALLY ADVANTAGED, DISADVANTAGED ENVIRONMENT, FAMILY CHARACTERISTICS, FAMILY SCHOOL RELATIONSHIP, GEOGRAPHIC LOCATION, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, POPULATION TRENDS, RURAL EDUCATION, RURAL ENVIRONMENT, RURAL SCHOOLS, RURAL URBAN DIFFERENCES, RURAL YOUTH, SMALL SCHOOLS, SURVEYS, TEACHERS, UNEMPLOYMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION
THE PHENOMENON OF RURALITY OCCURS ALONG A RURAL-URBAN CONTINUUM, WITH THE DEGREE OF RURALITY DEPENDING UPON ENVIRONMENTAL, OCCUPATIONAL, AND SOCIO-CULTURAL CONSIDERATIONS. A HIGH DEGREE OF RURALITY IS LIKELY TO EXIST IN AREAS WHERE POPULATION CENTERS DO NOT EXCEED 2,500 PERSONS, OCCUPATIONS ARE PRIMARILY BASED ON NATURAL RESOURCE AND/OR LAND UTILIZATION, AND SCHOOLS CHARACTERISTICALLY HAVE SMALL ENROLLMENTS, COURSES LIMITED TO ACADEMIC OFFERINGS, AND LITTLE CHANCE FOR EXPANSION OR CONSOLIDATION. THE POPULARLY-HELD CONTENTION THAT RURALITY IS EDUCATIONALLY UNDESIRABLE WAS NOT BORNE OUT IN A RECENT SURVEY OF 1,500 RURAL TEACHERS WHICH INDICATED THAT MANY TEACHERS WERE IN AGREEMENT ON THE ADVANTAGES OF RURALITY, BUT WERE IN FAR LESS AGREEMENT ABOUT THE DISADVANTAGES, IF ANY. ALTHOUGH SUCH ADVANTAGES AS CLOSELY-KNIT FAMILY UNITS, HEALTHY PHYSICAL ENVIRONMENTS, GREAT AMOUNTS OF TEACHER-STUDENT-HOME INTERACTION, AND LIGHTER TEACHER WORK LOADS PAINT A ROSY PICTURE, A MAJOR EDUCATIONAL DISADVANTAGE IS THAT RURAL YOUTH DO NOT REALIZE FARM MECHANIZATION IS STEADILY REDUCING THE AVAILABILITY OF UNSKILLED FARM-RELATED JOBS. THIS REALIZATION IS NOT ACHIEVED UNTIL THE UNTRAINED YOUTH MEET THE

(CONT.)
1306 FRUSTRATION OF UNEMPLOYMENT. THIS SINGLE MAJOR EDUCATIONAL DISADVANTAGE OF RURALITY CAN BE OVERCOME BY BROADER TECHNICAL-VOCATIONAL OFFERINGS, ADEQUATE COUNSELING SERVICES, AND BETTER PREPARED TEACHERS. (DK)
ERIC: ED019171

1307 THE EFFECT OF SEX ON COLLEGE ADMISSION, WORK EVALUATION, AND JOB INTERVIEWS. 72
CLIFFORD, MARGARET M.;WALSTER, ELAINE
NOTES: 5P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (CHICAGO, ILLINOIS, APRIL, 1972)
COLLEGE ADMISSION, COLLEGE STUDENTS, DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYER ATTITUDES, EMPLOYMENT INTERVIEWS, FEMALES, HIGHER EDUCATION, PERSONNEL EVALUATION, RESEARCH PROJECTS, SEX DISCRIMINATION, SOCIAL ATTITUDES, SPEECHES
THREE STUDIES ARE DESCRIBED WHICH PROVIDE EVIDENCE THAT WOMEN GENERALLY HAVE A DISADVANTAGE IN HIGHER EDUCATION AND PROFESSIONAL ACTIVITIES UNLESS THEY EXCEL IN THEIR FIELD. TO STUDY COLLEGE ADMISSION PRACTICES, BOGUS APPLICATIONS FOR ADMISSION WERE SENT, OSTENSIBLY FROM INDIVIDUALS OF DIFFERING ABILITY LEVELS, AND BOTH SEXES, WITH APPROPRIATE PHOTOGRAPHS ATTACHED. SEX PREFERENCES DISAPPEARED ONLY FOR EXCEPTIONALLY HIGH ABILITY APPLICANTS. IN A SECOND EXPERIMENT, FEMALE STUDENTS EVALUATED EIGHT PAINTINGS THE IDENTITY OF WHICH VARIED ACCORDING TO THE SEX OF THE ARTIST AND THE SUCCESS OF THE WORK, IN ALL COMBINATIONS. SIGNIFICANT DIFFERENCES WERE FOUND IN PERCEPTION OF THE ARTISTS TECHNICAL COMPETENCE AND FUTURE DEPENDING ON THE ARTISTS SUPPOSED SEX. BOGUS JOB INTERVIEW REQUESTS BY PH.D. CANDIDATES WERE USED IN A THIRD STUDY WHICH LOOKED AT THE EFFECT OF SEX ON EMPLOYERS RESPONSES. FEMALES OF LESS THAN OUTSTANDING ABILITY WERE FOUND TO BE AT A DISADVANTAGE WHEN COMPARED WITH MALES OF EQUAL ABILITY. IT IS CONCLUDED THAT WOMEN ARE NO LESS RESPONSIBLE THAN MEN FOR THIS SEX DISCRIMINATION THEY EXPECT PREJUDICIAL EVALUATION OF THEIR WORK BY MEN. (KS)
ERIC: ED133621

1308 THE EFFECT OF THE GHETTO ON THE DISTRIBUTION AND LEVEL OF NONWHITE EMPLOYMENT IN URBAN AREAS MAY 65
KAIN, JOHN F.
RAND CORP SANTA MONICA CALIF
NOTES: REVISED ED. 2P
URBAN AREAS, HOUSING, HOUSING, URBAN AREAS, MANPOWER STUDIES, URBAN AREAS, SOCIOLOGY, URBAN AREAS, EMPLOYMENT, SEGREGATION, CHICAGO, NEGROES, CROWDING (PEOPLE), DETROIT
THIS PAPER EMPIRICALLY TESTS THE EFFECT OF RACIAL SEGREGATION IN THE HOUSING MARKET ON THE DISTRIBUTION AND LEVEL OF NONWHITE EMPLOYMENT. THERE IS STRONG EVIDENCE THAT RACIAL SEGREGATION IS AN IMPORTANT DETERMINANT OF THE DISTRIBUTION OF NONWHITE EMPLOYMENT. NEGRO WORKERS, FOR EXAMPLE, ARE SIGNIFICANTLY UNDERREPRESENTED IN EMPLOYMENT ZONES DISTANT FROM THE GHETTO, AND THE UNDERREPRESENTATION INCREASES AS DISTANCE FROM THE GHETTO INCREASES. THERE IS HIGHLY SUGGESTIVE EVIDENCE THAT SEGREGATION PATTERNS IN U.S. METROPOLITAN AREAS AFFECT NONWHITE EMPLOYMENT LEVELS. RACIAL SEGREGATION MAY COST NEGROES AS MANY AS 35,000 JOBS IN CHICAGO AND 9,000 IN DETROIT. CHICAGOS LARGER LABOR FORCE AND GREATER RACIAL SEGREGATION ACCOUNT FOR THE DIFFERENCE IN THE FIGURES FOR THE TWO CITIES. IF THE DISPERSAL AND SUBURBANIZATION OF EMPLOYMENT CHARACTERIZING THE PAST FEW DECADES CONTINUES, THE LOSS OF NONWHITE EMPLOYMENT OPPORTUNITIES RESULTING FROM PATTERNS OF HOUSING SEGREGATION WILL PROBABLY INCREASE.
NTIS: AD-619 302 CFSTI PRICE PC$3.00

1309 EFFECT OF THE UI SYSTEM ON LABOR FORCE BEHAVIOR AUG 77
HAMERMESH, DANIEL S.
MICHIGAN STATE UNIV., EAST LANSING. DEPT. OF ECONOMICS.*ASSISTANT SECRETARY FOR POLICY, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. CL-B-9-M-6-4672
NOTES: TECHNICAL ANALYSIS PAPER SEP 76 - AUG 77 (FINAL) 63P
UNEMPLOYMENT, INSURANCE, LABOR RELATIONS, LABOR FORCE PARTICIPATION, NTISLABASP
THIS STUDY PRESENTS AND TESTS A THEORETICAL MODEL OF THE EFFECTS OF UNEMPLOYMENT INSURANCE BENEFITS ON LABOR SUPPLY. WHILE MUCH PREVIOUS WORK HAS EXAMINED EFFECTS ON THE DURATION OF SPELLS OF UNEMPLOYMENT, NONE HAS CONSIDERED THE LIKELY INDUCEMENTS GIVEN TO INCREASED PARTICIPATION IN THE LABOR FORCE. THE FIRST PART OF THE STUDY MODELS THIS PHENOMENON AND TESTS THE EFFECTS ON DATA FOR SMSAS FOR MARRIED WOMEN. SIGNIFICANT EFFECTS OF QUALIFYING EARNINGS REQUIREMENTS AND POTENTIAL DURATION OF BENEFITS ARE FOUND. THE SECOND PART TESTS A SIMILAR MODEL ON MICROECONOMIC DATA FOR MARRIED WOMEN IN 1971. MOST LIBERALIZATIONS OF BENEFITS INCREASE EMPLOYMENT IN THIS GROUP, BUT EXTENDING POTENTIAL DURATION FOR THOSE WEAKLY ATTACHED TO THE LABOR FORCE SHARPLY LOWERS THEIR HOURS WORKED.
NTIS: PB-273 268/3ST NTIS PRICES PC A04/MF A01

1310 THE EFFECT OF TWO APPROACHES TO VISUAL INFORMATION TRANSMISSION ON STUDENT INFORMATIONAL ACHIEVEMENT AND PICTORIAL RECOGNITION. 70
FOUTH, JERRY COYLE
NOTES: 244P.
ACHIEVEMENT RATING, COLLEGE STUDENTS, COMPARATIVE ANALYSIS, PREDICTIVE MEASUREMENT, RECOGNITION, STATISTICAL ANALYSIS, TEACHING METHODS, VISUAL LEARNING, VOCATIONAL EDUCATION
THIS STUDY SOUGHT TO ASCERTAIN THE EFFECT ON STUDENT BEHAVIOR OF TWO APPROACHES TO VISUAL INFORMATION TRANSMISSION. THESE APPROACHES INVOLVED VARYING THE SEQUENCE OF MESSAGES TRANSMITTED THROUGH THE VISUAL COMMUNICATIONS CHANNEL AND VARYING THE

(CONT.)
1310 REDUNDANCY OF MESSAGES PRESENTED THROUGH THIS CHANNEL. THE INVESTIGATION WAS CONDUCTED AS A FOUR-GROUP CONTROLLED EXPERIMENT WITH DATA COLLECTED FROM 139 COLLEGE STUDENTS. ANALYSIS WAS BASED ON SEVERAL TESTS USING A CONFIDENCE LEVEL OF .05. FINDINGS FAILED TO REVEAL ANY SIGNIFICANT DIFFERENCES AMONG THE MEAN TEST SCORES OF THE GROUPS RECEIVING INFORMATION TRANSMITTED SIMULTANEOUSLY BETWEEN THE PICTORIAL AND NONPICTORIAL CHANNELS AS OPPOSED TO THE GROUPS RECEIVING INFORMATION SEQUENTIALLY BETWEEN THE SAME CHANNELS. HOWEVER, A SIGNIFICANT DIFFERENCE WAS REVEALED AMONG THE SCORES OF GROUPS RECEIVING INFORMATION HIGH IN REDUNDANCY AND THOSE RECEIVING INFORMATION LOW IN REDUNDANCY. A MAJOR CONCLUSION OF THE STUDY WAS THAT INCREASING THE AMOUNT OF REDUNDANCY BETWEEN THE PICTORIAL AND NONPICTORIAL CHANNELS IS AN IMPORTANT FACTOR IN LEARNING AND RETAINING INFORMATION. THE ED.D. DISSERTATION WAS SUBMITTED TO THE UNIVERSITY OF MISSOURI. (AUTHOR/JS)
ERIC: ED042057 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR MICHIGAN 48106

1311 THE EFFECT OF UNEMPLOYMENT INSURANCE ON THE DURATION OF UNEMPLOYMENT AND SUBSEQUENT EARNINGS 1977
CLASSEN, K.P.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.4, JULY 1977, P. 438-444.
ECONOMICS, INDUSTRIAL RELATIONS, UNEMPLOYMENT, UNEMPLOYMENT BENEFITS, WAGES
PRESENTATION OF EMPIRICAL ESTIMATES OF THE EFFECTS ON WEEKLY UNEMPLOYMENT BENEFITS ON THE LENGTH OF UNEMPLOYMENT AND THE WAGE LEVEL OF JOB FINALLY ACCEPTED.
MGMT: ILR77G0438

1312 THE EFFECT OF UNEMPLOYMENT ON APPLICATION FOR DISABILITY INSURANCE 1974
LANDO, M.E.
AMERICAN STATISTICAL ASSN PROCEEDINGS OF THE BUSINESS AND ECONOMICS STATISTICS SECTION, 1974, P. 438-442. BIBLIOG. A
ECONOMICS, INSURANCE, QUANTITATIVE METHODS, REGRESSION ANALYSIS, UNEMPLOYMENT
A RAPID RISE IN APPLICATION FOR DISABILITY INSURANCE IN THE LAST 10 YEARS IS LINKED TO HIGHER UNEMPLOYMENT AND INCREASED AWARENESS OF THE PROGRAM. RESULTS ARE BY REGRESSION ANALYSIS OF THE DETERMINANTS.
MGMT: AS8745043B

1313 EFFECTIVE ABE PROGRAMMING NINE CASE STUDIES. JAN 76
SJOGREN, DOUGLAS;JACOBSON, LARRY
COLORADO STATE UNIV., FT. COLLINS. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1817
NOTES: 91P.
ADULT BASIC EDUCATION, ADULT EDUCATION PROGRAMS, ADULT PROGRAMS, DEMONSTRATION PROGRAMS, DISADVANTAGED GROUPS, ETHNIC GROUPS, INDUSTRY, MANPOWER DEVELOPMENT, MODELS, PROGRAM DESCRIPTIONS, STATE PROGRAMS, REGION 8
THE DOCUMENT PRESENTS AN INDEPTH STUDY OF NINE SELECTED EXEMPLARY ADULT BASIC EDUCATION (ABE) PROGRAMS IN REGION 8 VOLUNTEERS CLEARING HOUSE, FORT COLLINS, COLORADO: UTAH NAVAJO DEVELOPMENT COUNCIL, BLANDING, UTAH: ADULT EDUCATION TUTORIAL PROGRAM, DENVER, COLORADO: PROJECT SAVE, LEMMON, SOUTH DAKOTA: GATES RUBBER COMPANY, DENVER, COLORADO: CLEARFIELD JOB CORPS CENTER, CLEARFIELD, UTAH: JOBS FOR PROGRESS, COLORADO SPRINGS, COLORADO: OPPORTUNITIES INDUSTRIALIZATION CENTER, DENVER, COLORADO: AND CONCENTRATED EMPLOYMENT PROGRAM, BUTTE, MONTANA. THE PROGRAMS ARE REPRESENTATIVE OF COOPERATIVE INDUSTRY AND STATE-ADMINISTERED ADULT EDUCATION PROGRAMS AND INDUSTRY-SPONSORED AND LABOR-SPONSORED ABE PROGRAMS. TWO OR THREE DAY SITE VISITS WERE MADE TO EACH PROGRAM, AND OBSERVATIONAL SCALES AND INTERVIEW SCHEDULES WERE USED FOR COLLECTING PROGRAM INFORMATION. DESCRIPTIVE REPORTS PROVIDE INFORMATION ON HISTORY, FACILITIES, ADMINISTRATION AND STAFF, PROGRAM, RECRUITMENT, STUDENTS, AND EVALUATION. A CONCLUDING INTERPRETATIVE SUMMARY SUGGESTS NO ONE SUCCESSFUL WAY TO WORK WITH ADULTS IN AN EDUCATIONAL PROCESS: HOWEVER, THEMES COMMON TO SEVERAL OF THE PROGRAMS ARE JOB PREPARATION, GED PREPARATION, AND PROGRAMS ORIENTED TO STUDENT PARTICIPATION IN SOCIETY AND CULTURE, WITH INDIVIDUALIZATION OF INSTRUCTION A FEATURE COMMON TO ALL PROGRAMS. GENERALLY, THE STUDENTS REPRESENTED DISADVANTAGED GROUPS AND ETHNIC MINORITIES. THE PROGRAM OBSERVATIONAL SCALE AND INTERVIEW FORMS ARE INCLUDED IN THE APPENDIX. (EA)
ERIC: ED120441

1314 EFFECTIVE DROPOUT PREVENTION PROGRAMS. 10 APR 76
BUCKNER, MADELINE P.
NOTES: 13P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE NATIONAL SCHOOL BOARDS ASSOCIATION (36TH, SAN FRANCISCO, CALIFORNIA, APRIL 10-13, 1976)
COMMUNITY AGENCIES (PUBLIC), DELINQUENCY, DELINQUENCY PREVENTION, DROPOUT PREVENTION, DROPOUT PROGRAMS, PROGRAM DESCRIPTIONS, SENIOR HIGH SCHOOLS, WORK EXPERIENCE PROGRAMS, ILLINOIS (CHICAGO)
THE CHICAGO PUBLIC SCHOOLS HAVE IMPLEMENTED TWO DROPOUT PREVENTION PROGRAMS IN FIVE HIGH SCHOOLS. THE EARLY ACTION OPPORTUNITY CENTERS PROGRAM GIVES PRIORITY TO IDENTIFIED POTENTIAL DROPOUTS WHO HAVE RECORDS OF ENTANGLEMENT WITH LAW ENFORCEMENT AGENCIES. FIFTY PERCENT OF THE STUDENTS IN THE CHICAGO RECEPTIONS CENTER PROGRAM ARE RETURNEES FROM STATE CORRECTIONAL INSTITUTIONS OR ARE ON PROBATION FROM JUVENILE COURT. THE BROAD OBJECTIVES OF THE CENTERS ARE THE PREVENTION, CONTROL, AND ELIMINATION OF DELINQUENT BEHAVIOR THROUGH INNOVATIVE INTERACTION ACTIVITIES CORRELATED WITH A BROAD, COMPREHENSIVE DROPOUT PREVENTION AND CRIME REDUCTION PROGRAM. THE FIVE CENTERS USE TWO

(CONT.)

1314 BROAD APPROACHES--THE COMMUNITY-ORGANIZATION APPROACH THAT INVOLVES THE HOME, SCHOOL, SPECIAL AGENCIES, LAW ENFORCEMENT AGENCIES, AND COMMUNITY ORGANIZATIONS AND INSTITUTIONS; AND THE WORK-ROLE APPROACH THAT INVOLVES FINDING EMPLOYMENT FOR THE STUDENTS. EACH PROGRAM HAS COMPONENTS DEALING WITH EDUCATION, COUNSELING, VOCATION, RECREATION, AND RESEARCH. (AUTHOR/IRT)
ERIC: ED123730

1315 EFFECTIVELY EMPLOYING THE HARD-CORE, (AN AID TO COMPANIES JOINING THE GROWING EFFORT OF INDUSTRY TO HELP RESOLVE BASIC SOCIAL PROBLEMS). 68
NATIONAL ASSOCIATION OF MANUFACTURERS, NEW YORK, N.Y. URBAN AFFAIRS DIV.
NOTES: 37P.
DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, INDUSTRIAL TRAINING, INDUSTRY, JOB PLACEMENT, JOB TRAINING, PERSONNEL POLICY, PERSONNEL SELECTION, PROGRAM DESCRIPTIONS, RECRUITMENT, UNEMPLOYED
RECENTLY, MEMBERS OF THE RESEARCH STAFF OF THE URBAN AFFAIRS DIVISION OF THE NATIONAL ASSOCIATION OF MANUFACTURERS TRAVELED AROUND THE COUNTRY AND MET WITH KEY COMPANY REPRESENTATIVES RESPONSIBLE FOR THEIR ORGANIZATIONS ON-GOING HARD-CORE EMPLOYMENT PROGRAMS. THIS DOCUMENT REPORTS, IN SYNTHESIZED FORM, THE INFORMATION GAINED ABOUT EFFECTIVE PROCEDURES COMPANIES HAVE USED TO EMPLOY CHRONICALLY UNEMPLOYED, UNSKILLED, AND UNDEREDUCATED CITIZENS. IT WAS OBSERVED THAT EVEN THOUGH THE PROBLEMS OF DISADVANTAGED GHETTO RESIDENTS VARY AND THE PROGRAMS TO EMPLOY THEM VARY, THERE ARE COMMONALITIES IN THE VARIOUS APPROACHES THAT CAN BE INSTRUCTIVE TO EMPLOYERS WHO ARE DEVELOPING PROGRAMS FOR THE EMPLOYMENT OF THE HARD-CORE UNEMPLOYED. AMONG THE PROGRAM COMPONENTS AND ISSUES DISCUSSED ARE (1) DEVELOPING AN UNDERSTANDING OF THE SPECIAL PROBLEMS OF THE HARD-CORE, (2) TOP MANAGEMENT INVOLVEMENT, (3) UNION PARTICIPATION, (4) SCREENING, TESTING, AND SELECTION, (5) RESTRUCTURING JOBS, (6) THE QUESTION OF PAYMENT, (7) TRANSPORTATION DIFFICULTIES, (8) ORIENTATION PROCEDURES, (9) USE OF DISCIPLINE, (10) PRE-VOCATIONAL AND ON-THE-JOB TRAINING, (11) PREVENTING DROPOUTS WITH THE BUDDY SYSTEM, JOB COACHES, VOLUNTEERS AND OTHER PROCEDURES, AND (12) DATA COLLECTION AND PROGRAM EVALUATION. FIVE SPECIFIC PROGRAMS, INCLUDING ONE INVOLVING A CONSORTIUM OF MANY SMALL EMPLOYERS, ARE DESCRIBED IN SOME DETAIL IN THE APPENDIX. (ET)
ERIC: ED026517 DISTRIBUTION SERVICES, NATIONAL ASSOCIATION OF MANUFACTURERS, 149 EAST 26TH STREET, NEW YORK, NEW YORK 10010 ($1.00).

1316 THE EFFECTIVENESS OF COUNSELING IN THE U.S. EMPLOYMENT SERVICE A PILOT STUDY. DATA DOCUMENTATION AUG 77
BENUS, JACOB;HALL, ARDEN;GWARTNEY-GIBBS, PATTY;COON, MARILYN;COLE, CAR
SRI INTERNATIONAL, MENLO PARK, CALIF.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL20-06-75-48
NOTES: FINAL REPT. 301P
COUNSELING, VOCATIONAL GUIDANCE, JOB OPPORTUNITIES, LABOR MARKET, EMPLOYMENT SERVICE, NTISLABREU
REPORT DESCRIBES A STUDY TO DEVELOP A METHOD FOR EVALUATING ES COUNSELING. THIS VOLUME CONTAINS THE INSTRUMENTS USED AND DATA COLLECTED DURING THE STUDY.
NTIS: PB-273 917/6ST NTIS PRICES PC A14/MF A01

1317 THE EFFECTIVENESS OF COUNSELING IN U.S. EMPLOYMENT SERVICE A PILOT STUDY. ANALYTIC RESULTS AUG 77
BENUS, JACOB;HALL, ARDEN;GWARTNEY-GIBBS, PATTY;COON, MARILYN;COLE, CAR
SRI INTERNATIONAL, MENLO PARK, CALIF.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-06-75-48
NOTES: FINAL REPT. 104P
COUNSELING, VOCATIONAL GUIDANCE, JOB OPPORTUNITIES, LABOR MARKET, EMPLOYMENT SERVICE, NTISLABREU
THE MAJOR OBJECTIVES OF THE STUDY ARE (1) TO DEVELOP A METHODOLOGY THAT MAY BE USED IN A NATIONAL EVALUATION OF THE IMPACT OF ES COUNSELING; AND (2) TO PROVIDE POLICY MAKERS WITH AN INITIAL INDICATION OF THE NET IMPACT OF COUNSELING. THE MAJOR FEATURE OF THE STUDY DESIGN IS AN EXPERIMENT WHEREIN INDIVIDUALS WHO NEED COUNSELING ARE RANDOMLY ASSIGNED TO EITHER AN EXPERIMENTAL OR A CONTROL GROUP. THIS DESIGN WAS IMPLEMENTED IN THREE ES OFFICES.
NTIS: PB-273 906/8ST NTIS PRICES PC A06/MF A01

1318 THE EFFECTIVENESS OF MANPOWER TRAINING PROGRAMS A REVIEW OF RESEARCH ON THE IMPACT ON THE POOR. STUDIES IN PUBLIC WELFARE, PAPER NUMBER 3. 20 NOV 72
GOLDSTEIN, JON H.
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
NOTES: 76P.; A STAFF STUDY PREPARED FOR THE USE OF THE SUBCOMMITTEE ON FISCAL POLICY OF THE JOINT ECONOMIC COMMITTEE, CONGRESS OF THE UNITED STATES
COST EFFECTIVENESS, ECONOMICALLY DISADVANTAGED, FEDERAL PROGRAMS, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, POVERTY PROGRAMS, PROGRAM EVALUATION, TRAINING, WELFARE RECIPIENTS, YOUTH PROGRAMS, JOB CORPS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, MANPOWER DEVELOPMENT AND TRAINING ACT, NEIGHBORHOOD YOUTH CORPS, WORK INCENTIVE PROGRAM
THIS STUDY REVIEWS THE EVIDENCE ON THE IMPACT THAT MANPOWER TRAINING PROGRAMS HAVE HAD ON THE EARNINGS OF THE POOR, IN ORDER TO ASSESS THE LIKELY SUCCESS THAT GREATLY EXPANDED TRAINING PROGRAMS WOULD HAVE IN REDUCING THE AMOUNT OF PUBLIC ASSISTANCE PAYMENTS AND THE SIZE OF WELFARE ROLES. BETWEEN 1963 AND 1971, THE FEDERAL GOVERNMENT OBLIGATED 6.8

(CONT.)

1318 BILLION DOLLARS FOR TRAINING 6.1 MILLION PEOPLE. THIS STUDY EXAMINES FIVE OF THESE PROGRAMS MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA), NEIGHBORHOOD YOUTH CORPS (NYC), JOB CORPS, JOB OPPORTUNITIES IN THE BUSINESS SECTION (JOBS), AND THE WORK INCENTIVE PROGRAM (WIN). MDTA AND NYC ARE THE LARGEST OF THE MANPOWER TRAINING PROGRAMS, AND HAVE BEEN IN OPERATION THE LONGEST. MDTA OFFERS A WIDE RANGE OF INSTITUTIONAL AND ON-THE-JOB INSTRUCTION; IT SERVES DISADVANTAGED PERSONS, ALTHOUGH NOT EXCLUSIVELY. WIN TREATS ONLY WELFARE RECIPIENTS. NYC, JOBS, AND JOB CORPS DEAL EXCLUSIVELY WITH DISADVANTAGED PERSONS, THOUGH EACH HAS ITS OWN STRUCTURE AND TRAINING METHODOLOGY. JOBS IS A PRIVATE VENTURE WHICH IS FEDERALLY FUNDED. THE MAJORITY OF JOB CORPS CENTERS TRAIN YOUTHS AT SITES AWAY FROM THEIR HOME ENVIRONMENT. NYC PROVIDES WORK EXPERIENCE, EARNINGS, AND TRAINING TO HIGH SCHOOL STUDENTS AND DROPOUTS, AND ENCOURAGES THEM TO CONTINUE THEIR EDUCATION. (AUTHOR/JM)
ERIC: ED070796 SUPERINTENDENT OF DOCUMENTS, GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($.45)

1319 THE EFFECTIVENESS OF UNIVERSITY MANAGEMENT DEVELOPMENT PROGRAMS. 66
ANDREWS, KENNETH R. ;AND OTHERS
HARVARD UNIV., BOSTON, MASS. BUSINESS SCHOOL.
ADMINISTRATIVE PERSONNEL, CHANGING ATTITUDES, COSTS, EDUCATIONAL METHODS, EMPLOYMENT LEVEL, HISTORICAL REVIEWS, INVESTIGATIONS, JOB SKILLS, MANAGEMENT DEVELOPMENT, OFF THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PARTICIPANT SATISFACTION, PROGRAM EVALUATION, PROGRAM LENGTH, QUESTIONNAIRES, RECREATIONAL ACTIVITIES, STATISTICAL DATA, SURVEYS, UNIVERSITY EXTENSION
THE REACTIONS OF 6,000 BUSINESS EXECUTIVES TO FORMAL UNIVERSITY EXECUTIVE DEVELOPMENT PROGRAMS WERE GATHERED BY QUESTIONNAIRE AND A FEW INTERVIEWS. OF THE TOTAL POPULATION, 80 PERCENT REACTED SO FAVORABLY THAT DIFFERENCES IN LENGTH, COSTS, AND QUALITY WERE ALMOST OBSCURED. OF SEVEN ACTIVITIES, THEY RANKED CLASS SESSIONS FIRST, THEN STUDY GROUPS AND INFORMAL DISCUSSIONS. THE EXECUTIVES REPORTED GREATER SELF CONFIDENCE, IMAGINATION, FLEXIBILITY, AND TOLERANCE, AND APPRECIATION OF HUMAN PROBLEMS IN BUSINESS AS A RESULT OF THE PROGRAM. RARER WERE RESPONSES CITING GREATER ANALYTICAL ABILITY AND CHANGED ATTITUDES. PROGRAM LENGTH MAY MAKE THE MOST DIFFERENCE IN IMPACT AND MAY AFFECT THE VOCATIONAL AND INFORMATIONAL QUALITY OF THE PROGRAM. ADMINISTRATORS SHOULD CONSIDER THE REGION TO BE SERVED, SUBJECT MATTER, LEVEL OF PARTICIPANTS, LEVEL OF INTELLECTUAL ATTAINMENT TO BE GAINED, AND THE NATURE OF THEIR RELATIONSHIP WITH SPONSORING COMPANIES. COMPANIES SHOULD REDEFINE THE VALUE OF SHORT UNIVERSITY COURSES IN TERMS OF TOTAL COMPANY EFFORTS IN RECRUITING, DEVELOPING, MOTIVATING, DEPLOYING, AND EVALUATING ITS EXECUTIVE MANPOWER. (APPENDIXES INCLUDE THE QUESTIONNAIRE, SUPPLEMENTARY TABLES, AND NOTES ON METHODOLOGY.) THE DOCUMENT IS AVAILABLE FOR $6.00 FROM THE DIVISION OF RESEARCH, HARVARD BUSINESS SCHOOL, SOLDIERS FIELD, BOSTON, MASS. 02163. 358 PAGES. (AUTHOR/LY)
ERIC: ED017735

1320 EFFECTS OF A BILINGUAL/BICULTURAL CAREER GUIDANCE PROJECT ON THE OCCUPATIONAL ASPIRATIONS OF PUERTO RICAN ADOLESCENTS. 75
SHIRAISHI, REYKO RUTH
NOTES: 196P.
ADOLESCENTS, BICULTURALISM, BILINGUAL EDUCATION, CAREER CHOICE, CAREER PLANNING, CHANGING ATTITUDES, DISADVANTAGED YOUTH, DOCTORAL THESES, GUIDANCE PROGRAMS, INTERVENTION, OCCUPATIONAL ASPIRATION, PROGRAM EVALUATION, PUERTO RICANS, ROLE MODELS, SUMMER PROGRAMS
THIS STUDY EXAMINED THE EFFECTS OF A CAREER PROJECT ON THE LEVEL OF OCCUPATIONAL ASPIRATIONS OF BILINGUAL/BICULTURAL PUERTO RICAN ADOLESCENTS. THE EXPERIMENTAL TREATMENT UTILIZED ROLE MODELING TECHNIQUES, FIELD TRIPS AND GROUP DISCUSSIONS. THE CAREER GUIDANCE PROJECT CONSISTED OF SIX LESSONS AND INVOLVED CAREER ROLE MODELS AND COUNSELORS WHO WERE BOTH BILINGUAL AND BICULTURAL. THE SUBJECTS IN THE STUDY WERE PUERTO RICAN BOYS AND GIRLS. THE EXPERIMENTAL GROUP EXPERIENCED THE CAREER GUIDANCE PROJECT, WHILE A COMPARISON GROUP RECEIVED NO EXPERIMENTAL MANIPULATION, BUT INSTEAD ENGAGED IN WORK-EXPERIENCE ACTIVITIES. TWO DIMENSIONS OF OCCUPATIONAL ASPIRATIONS, LEVEL OF OCCUPATIONAL ASPIRATION AND LEVEL OF OCCUPATIONAL CHOICES, WERE EXAMINED. INSTRUMENTS WERE ADMINISTERED TO BOTH GROUPS BEFORE AND AFTER THE PROJECT; FOUR WEEKS LATER, THE INSTRUMENTS WERE AGAIN GIVEN TO BOTH GROUPS. ON THE BASIS OF THE FINDINGS, IT WAS CONCLUDED THAT THE CAREER GUIDANCE PROJECT DID HAVE AN EFFECT ON RAISING OCCUPATIONAL ASPIRATIONS. IN ADDITION, THE GIRLS LEVEL OF OCCUPATIONAL ASPIRATION WAS AFFECTED MORE THAN THAT OF THE BOYS. THE PROJECT, HOWEVER, DID NOT INFLUENCE STUDENTS OCCUPATIONAL CHOICES. (AUTHOR/JM)
ERIC: ED124660 XEROX UNIVERSITY MICROFILMS, P. O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 75-20,932; MICROFILM $7.50; XEROGRAPHY $15.00)

1321 EFFECTS OF AN INCOME TAX ON LABOR SUPPLY JAN 68
KOSTERS, MARVIN
RAND CORP SANTA MONICA CALIF
NOTES: 33P
LABOR, ECONOMICS, MANPOWER STUDIES, LABOR, INCOME TAXES
THE DISCUSSION OF THE EFFECTS OF AN INCOME TAX ON LABOR SUPPLY AND WELFARE IS PRESENTED IN THE CONTEXT OF HIGHLY SIMPLIFIED MODELS WHICH ABSTRACT FROM PROBLEMS SUCH AS SHIFTS IN THE DISTRIBUTION OF INCOME AND OTHER COMPLICATIONS INTRODUCED BY PROGRESSIVITY. IT IS INTENDED TO POINT OUT THE KINDS OF LABOR SUPPLY PARAMETERS ON WHICH CHANGES IN LABOR SUPPLY DEPEND WHEN ALTERNATIVE TAX CHANGES ARE CONSIDERED, AND TO ASSEMBLE SOME EVIDENCE

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1321 ON THE WELFARE COST OF AN INCOME TAX. HOWEVER, THE EVIDENCE ON COMPENSATED WAGE RATE EFFECTS WAS OBTAINED BY STUDYING ONLY SOME READILY MEASURABLE DIMENSIONS OF LABOR SUPPLY FOR SOME COMPONENTS OF THE LABOR FORCE. ALTHOUGH THE EFFECT ON THE ALLOCATION OF TIME OF A RELATIVE PRICE DISTORTION AT THE LABOR-LEISURE MARGIN APPEARS TO BE VERY SMALL, EXCEPT PERHAPS AS IT AFFECTS THE LABOR FORCE BEHAVIOR OF MARRIED WOMEN, AN INCOME TAX CAN ALSO AFFECT CONSUMPTION-SAVINGS DECISIONS AS WELL AS THE ALLOCATION OF LABOR AMONG DIFFERENT TYPES OF EMPLOYMENT. (AUTHOR)
NTIS: AD-664 042 CFSTI PRICES PC$6.00 MF$0.95

1322 EFFECTS OF BACKGROUND, PERSONALITY, COLLEGE AND POST-COLLEGE EXPERIENCES ON WOMENS POST-GRADUATE EMPLOYMENT. FINAL REPORT. JUL 74
TANGRI, SANDRA SCHWARTZ
COMMISSION ON CIVIL RIGHTS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 347P.
ASPIRATION, CHANGING ATTITUDES, COLLEGE GRADUATES, EMPLOYMENT, FEMALES, LONGITUDINAL STUDIES, PERSONALITY, PREDICTOR VARIABLES, RESEARCH PROJECTS, ROLE CONFLICT
THIS IS THE REPORT OF A LONGITUDINAL STUDY THAT FOLLOWED A SAMPLE OF WOMEN FROM THEIR SENIOR YEAR IN COLLEGE IN 1967 TO THEIR WIDELY DISPERSED LIVES IN 1970. THE STUDY FOCUSES ON THEIR OCCUPATIONAL AND EDUCATIONAL ASPIRATIONS AND EXPERIENCES, AND THE DETERMINANTS OF THESE. OF THE INITIAL SAMPLE OF 200 WOMEN, 152 WERE RELOCATED AND EQUALLY DISTRIBUTED AMONG THE THREE GROUPS ROLE-INNOVATORS, TRADITIONALS AND MODERATES. STATISTICS SHOW THAT MANY OF THE WOMEN HAVE MARRIED AND ARE TAKING ADVANCED COURSES OR ARE STUDYING FULL-TIME, AND ABOUT ONE-FIFTH ARE FULL-TIME MOTHERS AND HOUSEWIVES. THERE HAS BEEN A GENERAL SHIFT TOWARD MORE TRADITIONAL ACTIVITIES, BUT ASPIRATIONS IN 1970 INDICATE A SECOND AND LARGER SHIFT IN THE FUTURE TOWARD MORE INNOVATIVE ACTIVITIES. THERE HAS BEEN A SIGNIFICANT INCREASE IN CONFLICT FELT BETWEEN MARRIAGE AND A CAREER, AN INCREASE IN COMMITMENT TO WORKING, AND A SIGNIFICANT DECREASE IN THE NUMBER OF CHILDREN DESIRED. THE BEST PREDICTOR IN INNOVATION IN 1970 IS THE OCCUPATIONAL ASPIRATION IN 1967. SEVERAL OF THE NEW MEASURES DEVELOPED IN THE ORIGINAL STUDY REMAIN STRONG PREDICTORS OF 1970 INNOVATIVENESS, INCLUDING DEMAND CHARACTER OF THE FUTURE HUSBAND AND IMPLIED DEMAND CHARACTER OF THE WIFES FUTURE. (AUTHOR/PC)
ERIC: ED101223

1323 THE EFFECTS OF FAMILY BACKGROUND, TEST SCORES, PERSONALITY TRAITS AND EDUCATION ON ECONOMIC SUCCESS. APR 77
JENCKS, CHRISTOPHER;RAINWATER, LEE
CENTER FOR THE STUDY OF PUBLIC POLICY, CAMBRIDGE, MASS. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.; NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. NIE-G-74-0077
NOTES: 883P.; FOR A RELATED DOCUMENT SEE CE 012 476. SEVERAL CHARTS AND PAGES MAY NOT REPRODUCE WELL DUE TO FAINT TYPE
ACADEMIC ACHIEVEMENT, COGNITIVE TESTS, DEMOGRAPHY, ECONOMIC STATUS, EDUCATIONAL EXPERIENCE, EMPLOYMENT LEVEL, FAMILY BACKGROUND, INCOME, INDIVIDUAL CHARACTERISTICS, MALES, NATIONAL SURVEYS, OCCUPATIONS, PERSONALITY, PERSONALITY TESTS, RACIAL DIFFERENCES, RESEARCH METHODOLOGY, SOCIAL INDICATORS, SOCIAL SCIENCE RESEARCH, SOCIOECONOMIC STATUS, STATISTICAL ANALYSIS, TEST RESULTS
TEN SURVEYS OF AMERICAN MEN AGED 25-64 WERE ANALYZED TO DETERMINE THE EFFECTS OF FAMILY BACKGROUND, ADOLESCENT PERSONALITY TRAITS, COGNITIVE TEST SCORES, AND YEARS OF SCHOOLING ON OCCUPATIONAL STATUS AND EARNINGS IN MATURITY. SOME OF THE FINDINGS FOLLOW DATA ON BROTHERS INDICATED THAT PRIOR RESEARCH HAS UNDERESTIMATED THE EFFECT OF FAMILY BACKGROUND ON EARNINGS. ADOLESCENT TEST SCORES INDICATED THAT COGNITIVE SKILLS HAVE A SUBSTANTIAL EFFECT ON OCCUPATIONAL STATUS AND EARNINGS INDEPENDENT OF BACKGROUND. DATA ON ADOLESCENT BEHAVIOR INDICATED THAT PERSONALITY TRAITS MAY EXERT AS MUCH IMPACT ON ECONOMIC SUCCESS AS COGNITIVE SKILLS. CONTROLLING BACKGROUND AND ADOLESCENT TEST SCORES INDICATED THAT LESS THAN HALF THE OBSERVED ASSOCIATION BETWEEN YEARS OF SCHOOLING AND EARNINGS IS CAUSAL. (THE LAST THIRD OF THIS REPORT COVERS THE STUDYS METHODOLOGY. IT EXAMINES THE MEASURES USED REGARDING ECONOMIC SUCCESS, FAMILY BACKGROUND, TEST SCORES AND YEARS OF SCHOOLING; DESCRIBES THE STATISTICAL METHODS; AND PINPOINTS THE REASONS FOR DIFFERENCES BETWEEN THE NINE PRINCIPAL SAMPLES. AN APPENDIX DESCRIBING THE SAMPLES USED IN THIS STUDY IS AVAILABLE AS A SEPARATE DOCUMENT.) (EM)
ERIC: ED143854 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

1324 THE EFFECTS OF FAMILY BACKGROUND, TEST SCORES, PERSONALITY TRAITS AND SCHOOLING ON ECONOMIC SUCCESS. VOLUME III. SUPPLEMENTARY APPENDICES. APR 77
JENCKS, CHRISTOPHER;AND OTHERS
CENTER FOR THE STUDY OF PUBLIC POLICY, CAMBRIDGE, MASS. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.; NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 944P.; FOR A RELATED DOCUMENT SEE CE 012 481. NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF THE ORIGINAL DOCUMENT
ACADEMIC ACHIEVEMENT, DATA ANALYSIS, DATA COLLECTION, ECONOMIC STATUS, EDUCATIONAL EXPERIENCE, EMPLOYMENT LEVEL, FAMILY BACKGROUND, INDIVIDUAL CHARACTERISTICS, NATIONAL SURVEYS, SOCIAL INDICATORS, STATISTICAL DATA, SURVEYS
THIS VOLUME CONTAINS ELEVEN APPENDIXES, VARYING FROM 5 TO 165 PAGES, WHICH DESCRIBE THE SAMPLE USED IN THE ANALYSIS OF TEN SURVEYS OF AMERICAN MEN AGED 25-64 TO DETERMINE THE EFFECTS OF FAMILY BACKGROUND, ADOLESCENT PERSONALITY TRAITS, COGNITIVE TEST SCORES, AND

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1324 EARNINGS IN MATURITY. THE APPENDIXES ARE (1) 1970 CENSUS 1/1000 SAMPLE; (2) 1962 SURVEY OF OCCUPATIONAL CHANGES IN A GENERATION; (3) 1966 PRODUCTIVE AMERICANS SURVEY; (4) 1967-74 PANEL STUDY OF INCOME DYNAMICS; (5) 1973 NORC AMALGAM SURVEY; (6) 1966 NATIONAL LONGITUDINAL SURVEY OF OLDER MEN; (7) 1964 VETERANS SURVEY; (8) 1960-1972 PROJECT TALENT LONGITUDINAL SURVEY; (9) 1974 KALAMAZOO BROTHERS SURVEY; (10) CENSUS DATA ON EDUCATION AND INCOME 1940-1970; AND (11) PROJECT TALENT SIBLING SAMPLE. EACH OF THE FIRST NINE APPENDIXES DESCRIBES THE DATA COLLECTION PROCEDURES AND RESTRICTIONS IMPOSED ON THE SAMPLE; DESCRIBES THE SURVEY QUESTIONS AND THE VARIABLES; DISCUSSES THE FREQUENCIES, MEANS, AND STANDARD DEVIATIONS OF THESE VARIABLES; COMPARES THESE DISTRIBUTIONS TO THOSE IN OTHER SAMPLE; DESCRIBES BIVARIATE DISTRIBUTIONS OF KEY VARIABLES; AND PRESENTS MULTIPLE REGRESSION EQUATIONS PREDICTING TEST SCORES, EDUCATION, AND ECONOMIC SUCCESS. THE TENTH APPENDIX DESCRIBES THE VARIABLES; POPULATIONS; TREATMENT OF MISSING DATA; AND THE DISTRIBUTIONS AND CROSS TABULATIONS OF THE VARIABLES FOR THREE COMPARISON SAMPLES. THE LAST APPENDIX BRIEFLY COVERS SAMPLE RESTRICTIONS, MEANS, AND STANDARD DEVIATIONS; AND CORRELATIONS AMONG VARIABLES. THE ELEVEN APPENDIXES CONTAIN 176 TABLES SHOWING STATISTICAL RELATIONSHIPS. (EM)
ERIC; ED143950

1325 EFFECTS OF FEEDBACK ON JOB ATTITUDES AND WORK BEHAVIOR A FIELD EXPERIMENT OCT 76
KOCH, JAMES L.
OREGON UNIV EUGENE DEPT OF MANAGEMENT
CONTRACT NO. N00014-76-C-0164
NOTES; TECHNICAL REPT. 46P
ATTITUDES(PSYCHOLOGY), JOB SATISFACTION, EMPLOYEE RELATIONS, WOMEN, ABSENTEEISM, JOB TURNOVER, SEWING, NTISDODXA
THIS STUDY EXAMINES THE EFFECTS OF FEEDBACK ON JOB ATTITUDES AND WORK BEHAVIOR AMONG A SAMPLE OF FEMALE SEWING MACHINE OPERATORS. INCREASED FEEDBACK LED TO SIGNIFICANT IMPROVEMENTS IN THE GROUP COHESION AND GOAL COMMITMENT OF THE OPERATORS. MOREOVER, MARKED IMPROVEMENTS IN PRODUCT QUALITY WERE ASSOCIATED WITH FEEDBACK FROM MANAGEMENT. TURNOVER AND ABSENTEEISM ALSO DECREASED, BUT OVERALL SATISFACTION DID NOT INCREASE AND INTRINSIC JOB SATISFACTION ACTUALLY DECREASED. OPERATOR WORK EXPECTATIONS INCREASED AS A RESULT OF THEIR INVOLVEMENT IN THIS FIELD EXPERIMENT. FINDINGS ARE DISCUSSED WITH REFERENCE TO THEORETICAL AND PRACTICAL ISSUES IN WORK SYSTEMS REDESIGN. (AUTHOR)
NTIS; AD-A032 361/8ST NTIS PRICES PC A03/MF A01

1326 EFFECTS OF JOB CREATION A STUDY OF THE NET COST, EMPLOYMENT EFFECTS AND LONG TERM IMPACTS OF THE JOB OPPORTUNITIES (TITLE X) PROGRAM. VOLUME FOUR. TECHNICAL APPENDICES JUL 77
JERRETT, ROBERT III;BAROCCI, THOMAS A.;FAIRCHILD, CHARLES K.;HARRISON,
ABT ASSOCIATES, INC., CAMBRIDGE, MASS.*ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. PROGRAM ANALYSIS DIV.
CONTRACT NO. EDA-C-6-36375
NOTES; 195P
EMPLOYMENT, DISADVANTAGED GROUPS, JOBS, NTISCOMEDA
THE OBJECTIVE OF THE NET COST METHODOLOGY APPENDIX IS TO SPECIFY AND DISCUSS THE EXACT PROCEDURES AND UNDERLYING ASSUMPTIONS USED TO ESTIMATE THE NET LABOR COSTS OF A PROGRAM TO TAXPAYERS. GROSS EXPENDITURES--ACTUAL OUTLAYS--SHOULD BE REDUCED BY THE AMOUNT OF PRIMARY AND SECONDARY CASH RETURNS TO GOVERNMENT TO ARRIVE AT NET PROGRAM COSTS. PRIMARY RETURNS ORIGINATE FROM THE EARNINGS OF TITLE X WORKERS AND THE NONLABOR EXPENDITURES INCURRED BY THE PROJECTS. THE METHODOLOGY AND PROCEDURES FOR ESTIMATING RETURNS FROM NONLABOR PROJECT EXPENDITURES ARE DISCUSSED IN APPENDIX C.
NTIS; PB-273 225/3ST NTIS PRICES PC A09/MF A01

1327 EFFECTS OF JOB CREATION A STUDY OF THE NET COST, EMPLOYMENT EFFECTS AND LONG TERM IMPACTS OF THE JOB OPPORTUNITIES (TITLE X) PROGRAM. VOLUME ONE. EXECUTIVE SUMMARY JUL 77
JERRETT, ROBERT III
ABT ASSOCIATES, INC., CAMBRIDGE, MASS.*ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. PROGRAM ANALYSIS DIV.
CONTRACT NO. EDA-C-6-36375
NOTES; 31P
EMPLOYMENT, DISADVANTAGED GROUPS, JOBS, NTISCOMEDA
THIS STUDY--PART OF A MORE COMPREHENSIVE EDA EVALUATION OF THE JOB OPPORTUNITIES (TITLE X) PROGRAM--FOCUSES UPON THE NET COST, EMPLOYMENT EFFECTS AND POTENTIAL LONG-TERM IMPACTS OF THE PROGRAM. THIS EXECUTIVE SUMMARY IS VOLUME ONE OF A FOUR-VOLUME STUDY. THIS STUDY HAS HAD THREE PRINCIPAL OBJECTIVES (1) TO ESTIMATE THE NET COST OF THE JOB OPPORTUNITIES PROGRAM TO FEDERAL, STATE AND LOCAL GOVERNMENTS, (2) TO ASSESS THE JOBS PROVIDED UNDER TITLE X IN COMPARISON WITH THE EMPLOYEES LAST JOBS AND USUAL OCCUPATIONS, AND (3) TO EXAMINE, ON A CASE-STUDY BASIS, THE POTENTIAL LONG-TERM IMPACTS OF TITLE X PROJECTS UPON LOCAL AREAS.
NTIS; PB-273 222/0ST NTIS PRICES PC A03/MF A01

1328 EFFECTS OF JOB CREATION A STUDY OF THE NET COST, EMPLOYMENT EFFECTS AND LONG TERM IMPACTS OF THE JOB OPPORTUNITIES (TITLE X) PROGRAM. VOLUME THREE. LONG TERM IMPACT CASE STUDIES JUL 77
STRAYHORN, LOUISE;JERRETT, ROBERT III;BIRCH, JAMES;GOLDBERG, JUDITH;SC
ABT ASSOCIATES, INC., CAMBRIDGE, MASS.*ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. PROGRAM ANALYSIS DIV.

(CONT.)
1328 CONTRACT NO. EDA-C-6-36375
NOTES: 365P
EMPLOYMENT, DISADVANTAGED GROUPS, JOBS, NTISEPAL
VOLUME THREE FOCUSES UPON THE POTENTIAL LONG-TERM IMPACTS OF FIFTY-TWO TITLE X PROJECTS UPON THEIR LOCAL AREAS. CHAPTER II SUMMARIZES THE TYPES AND EXTENT OF IMPACT OBSERVED AT THE FIFTY-TWO PROJECTS. IT ALSO HIGHLIGHTS PROJECTS WHICH APPEAR TO BE PARTICULARLY SIGNIFICANT. THE FIFTY-TWO CASE STUDIES APPEAR IN CHAPTER THREE, PRECEDED BY A CHART WHICH ORGANIZES AND SUMMARIZES THE FINDINGS OF THE CASE STUDIES.
NTIS: PB-273 224/6ST NTIS PRICES PC A16/MF A01

1329 EFFECTS OF JOB CREATION A STUDY OF THE NET COST, EMPLOYMENT EFFECTS AND LONG TERM IMPACTS OF THE JOB OPPORTUNITIES (TITLE X) PROGRAM. VOLUME TWO. PRINCIPAL FINDINGS JUL 77
JERRETT, ROBERT III;BAROCCI, THOMAS A.;HARRISON, BENNETT;SILBERMAN, JO
ABT ASSOCIATES, INC., CAMBRIDGE, MASS.*ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. PROGRAM ANALYSIS DIV.
CONTRACT NO. EDA-C-6-36375
NOTES: 291P
EMPLOYMENT, DISADVANTAGED GROUPS, JOBS, NTISCOMEDA
THIS VOLUME PRESENTS THE FINDINGS OF A STUDY OF THE JOB OPPORTUNITIES (TITLE X) PROGRAM. THE STUDY WAS PERFORMED BETWEEN JULY, 1976 AND JUNE, 1977, AND FOCUSSES UPON THE NET COST, OCCUPATIONAL STRUCTURE AND POTENTIAL LONG TERM IMPACTS OF PROJECTS FUNDED UNDER THIS EDA-ADMINISTERED EMPLOYMENT PROGRAM.
NTIS: PB-273 223/8ST NTIS PRICES PC A13/MF A01

1330 THE EFFECTS OF LAWS GOVERNING YOUTH EMPLOYMENT AND SCHOOL ATTENDANCE ON YOUTH OFFENSES AND DELINQUENCY. DEC 65
WOODWORTH, DONALD G.
STANFORD RESEARCH INST., MENLO PARK, CALIF. OFFICE OF JUVENILE DELINQUENCY AND YOUTH DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 120P.
ADOLESCENTS, CHILD LABOR, DELINQUENCY PREVENTION, DELINQUENT BEHAVIOR, DELINQUENT IDENTIFICATION, EMPLOYMENT OPPORTUNITIES, OUT OF SCHOOL YOUTH, RESEARCH PROJECTS, SCHOOL ATTENDANCE LEGISLATION, YOUTH PROBLEMS
THIS REPORT DEALS WITH THREE MAJOR PROBLEM AREAS--EDUCATION, EMPLOYMENT, AND CRIME--FACING THE NATION AND ITS YOUTH TODAY. SPECIFICALLY, THE REPORT ADDRESSES ITSELF TO THE EFFECTS THAT SCHOOL ATTENDANCE LAWS AND CHILD LABOR LAWS HAVE ON THE INCIDENCE OF YOUTH OFFENSES AND DELINQUENCY. IT WAS FURTHER LIMITED TO THE INVESTIGATION OF DELINQUENCIES IN MALES, AGES 12 THROUGH 17. FIELD CASE STUDIES WERE CONDUCTED IN TEN LOCATIONS, FOLLOWED BY LITERATURE SEARCHES AND ANALYSIS OF STATISTICAL DATA FROM FEDERAL AND LOCAL AGENCY REPORTS. THE STUDY RESULTS DO NOT SUPPORT THE HYPOTHESIS THAT A RELATIONSHIP EXISTS AMONG YOUTH OFFENSES AND DELINQUENCY, COMPULSORY SCHOOL ATTENDANCE LAWS, AND CHILD LABOR LAWS. OTHER CONCLUSIONS OF THE STUDY WERE THAT (1) YOUTHS BEHAVIOR WITH RESPECT TO SCHOOL ATTENDANCE AND EMPLOYMENT WAS NOT INFLUENCED BY CHILD LABOR AND COMPULSORY ATTENDANCE LAWS; (2) YOUTHS WHO ARE OUT-OF-SCHOOL AND OUT-OF-WORK ARE LIKELY TO BECOME GREATER DELINQUENCY RISKS; (3) ENFORCEMENT OF A CHILD LABOR LAW THAT CLOSES MOST EMPLOYMENT OPPORTUNITIES FOR YOUTH DOES NOT NECESSARILY RESULT IN AN INCREASE IN YOUTH CRIME; (4) YOUTH CRIME DOES NOT APPEAR TO REPRESENT HOSTILE OR AGGRESSIVE ACTS, SUCH AS CRIME AGAINST PERSONS. RECOMMENDATIONS FOR GOVERNMENT ACTION ARE INCLUDED THAT RELATE TO EDUCATION, EMPLOYMENT, AND OTHER PROBLEMS OF YOUTH. (AUTHOR/SES)
ERIC: ED072374

1331 EFFECTS OF MANPOWER TRAINING ON THE VOCATIONAL ADJUSTMENT OF RURAL DISADVANTAGED PERSONS WIN 77
WITHERSPOON, EVERETTE L.
JOURNAL OF VOCATIONAL EDUCATION RESEARCH;2;1;41-47
RURAL POPULATION, DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT, VOCATIONAL ADJUSTMENT, JOB SATISFACTION, PROGRAM EFFECTIVENESS, TASK PERFORMANCE, EDUCATIONAL PROGRAMS, COMPARATIVE ANALYSIS, RESEARCH, TENNESSEE
IN A STUDY TO INVESTIGATE THE EFFECTIVENESS OF MANPOWER DEVELOPMENT PROGRAMS IN IMPROVING VOCATIONAL ADJUSTMENT OF RURAL DISADVANTAGED RESIDENTS IN WESTERN TENNESSEE, FINDINGS APPEARED TO INDICATE THAT TRAINING MADE SOME IMPROVEMENT IN THE LIVES OF THE EXPERIMENTAL GROUP (RESIDENTS WHO PARTICIPATED IN MANPOWER TRAINING PROGRAMS) AS COMPARED TO THE CONTROL GROUP (NONPARTICIPANTS). (MF)
ERIC: EJ165426

1332 EFFECTS OF NEGRO DENSITY ON STUDENT VARIABLES AND THE POST-HIGH-SCHOOL ADJUSTMENT OF MALE NEGROES. PROJECT TALENT FIVE-YEAR FOLLOW-UP STUDIES INTERIM REPORT 6. 68
KAPEL, DAVID E.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF.; PITTSBURGH UNIV., PA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
CONTRACT NO. OEC-6-10-065
NOTES: 93P.
ENVIRONMENTAL INFLUENCES, GEOGRAPHIC REGIONS, GRADE 12, HIGH SCHOOLS, INCOME, JOB SATISFACTION, JOB TENURE, MALES, NATIONAL SURVEYS, NEGRO STUDENTS, POST SECONDARY EDUCATION, QUESTIONNAIRES, RACIAL COMPOSITION, RURAL URBAN DIFFERENCES, STATISTICAL ANALYSIS, STUDENT CHARACTERISTICS, VOCATIONAL ADJUSTMENT, PROJECT TALENT

(CONT.)

1332 THIS STUDY ASSESSED THE EFFECTS OF SELECTED ENVIRONMENTAL FACTORS ON THE POST-HIGH SCHOOL ADJUSTMENT OF MALE NEGROES FROM 12TH-GRADE PROJECT TALENT SAMPLE. ENVIRONMENTAL INFLUENCES WERE (1) NEGRO DENSITY IN HIGH SCHOOL, (2) URBAN OR RURAL SCHOOL POPULATION, AND (3) GEOGRAPHIC REGION. POST-HIGH SCHOOL ADJUSTMENT VARIABLES WERE (1) JOB STABILITY, (2) JOB SATISFACTION, (3) NUMBER OF JOBS, (4) LEVEL OF POST-HIGH SCHOOL EDUCATION, (5) PLANNED POST-HIGH SCHOOL EDUCATION, AND (6) RISE OF EARNING POWER. DATA WERE COLLECTED FROM STUDENTS TESTED IN THE 12TH-GRADE IN 1960 AND THEIR SCHOOLS AND FROM A 5-YEAR FOLLOWUP QUESTIONNAIRE. IT WAS FOUND THAT (1) ENVIRONMENTAL-PARAMETER COULD BE DISTINGUISHED FROM EACH OTHER, (2) SIGNIFICANT DIFFERENCES WERE GENERATED BY REGIONAL INFLUENCES BUT NOT BY COMMUNITY OR NEGRO DENSITY FACTORS; AND (3) THERE WERE NO SIGNIFICANT ENVIRONMENTAL FACTORS INFLUENCING POST-HIGH SCHOOL EDUCATION. (EF)
ERIC: ED029074 AMERICAN INSTITUTES FOR RESEARCH, P.O. BOX 1113, PALO ALTO, CALIF. 94302 (PROJECT TALENT, $3.00)

1333 EFFECTS OF OCCUPATIONAL SHIFT ON FAMILY LIFE STYLE. FINAL REPORT. 30 JUN 75
GARRETT, ALINE M.
UNIVERSITY OF SOUTHWESTERN LOUISIANA, LAFAYETTE. OFFICE OF CHILD DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 79P.; APPENDIX A DELETED BECAUSE IT WILL NOT REPRODUCE IN MICROFICHE
CAREER CHANGE, CHILD CARE, DOMESTICS, EMPLOYEES, FAMILY (SOCIOLOGICAL UNIT), FAMILY LIFE, FAMILY RELATIONSHIP, FEMALES, INDUSTRIAL PERSONNEL, INTERVIEWS, JOB TENURE, QUESTIONNAIRES, SOCIAL ADJUSTMENT, SOCIAL SCIENCE RESEARCH, SOUTHERN STATES, SURVEYS, TEACHERS, VOCATIONAL ADJUSTMENT, LOUISIANA (SAINT MARTINVILLE)
THE REPORT DESCRIBES A RESEARCH PROJECT WHICH INVESTIGATED THE IMPACT OF CHANGE ON NEW EMPLOYEES, THEIR FAMILIES, AND THE COMMUNITY WHEN A NEW TYPE OF INDUSTRY LOCATES IN A SMALL SEMI-RURAL LOUISIANA COMMUNITY. THE SUBJECTS OF THE RESEARCH WERE 218 WOMEN (144 BLACK AND 74 WHITE) EMPLOYED IN THE NEW CLOTHING MANUFACTURING INDUSTRY AND IN THREE TRADITIONAL JOBS IN THE COMMUNITY (UNSKILLED FACTORY WORK, DOMESTIC WORK, AND TEACHING). PERSONAL INTERVIEWS WERE USED TO ASCERTAIN THE BACKGROUND, EVALUATION OF WORK SITUATION, AND THE EFFECT OF EMPLOYMENT ON SUCH AREAS AS CHILDCARE PATTERNS, CHILD DEVELOPMENT, LEISURE TIME FOR THE FAMILY, SOCIAL LIFE ACTIVITIES WITH OTHER WORKERS, AND FAMILY PLANNING FOR THE SUBJECTS. IN ADDITION, RESULTS ON THE METROPOLITAN ACHIEVEMENT TESTS WERE USED TO ASSESS THE ACADEMIC PERFORMANCE OF THE CHILDREN OF THE SUBJECTS. IN GENERAL, FEW FINDINGS WERE RELATED TO LENGTH OF EMPLOYMENT (ONE YEAR VS. THREE YEARS) IN THE NEW INDUSTRY. ALTHOUGH RACIAL FACTORS AFFECTED SOME RESULTS, THE FAMILIES OF BOTH BLACK AND WHITE WORKERS WERE SATISFIED WITH THE WORKERS JOBS, AND THEIR CHILDREN SHOWED IMPROVEMENT IN READING AND MATHEMATICS OVER A ONE-YEAR PERIOD. TWO APPENDIXES INCLUDE THE INTERVIEW QUESTIONNAIRE AND THE OCCUPATIONAL LEVEL RATING SCALE USED TO DETERMINE WORKERS SOCIOECONOMIC STATUS. (JR)
ERIC: ED113483

1334 THE EFFECTS OF ON-THE-JOB COUNSELING ON EMPLOYERS RATING AND JOB SATISFACTION OF PERSONS TRAINED IN SELECTED OKLAHOMA MDTA CLASSES DURING 1967-1968. FINAL REPORT. SEP 68
HOERNER, HARRY J.; STEVENSON, WILLIAM W.
OKLAHOMA STATE UNIV., STILLWATER. RESEARCH FOUNDATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-1-7-070305-5070
NOTES: 136P.
ADULT VOCATIONAL EDUCATION, COMPARATIVE ANALYSIS, CONTROL GROUPS, EMPLOYEES, EMPLOYER ATTITUDES, EMPLOYMENT EXPERIENCE, EXPERIMENTAL GROUPS, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, JOB SATISFACTION, OCCUPATIONAL MOBILITY, PERFORMANCE, QUESTIONNAIRES, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, MANPOWER DEVELOPMENT TRAINING ACT PROGRAMS, MDTA PROGRAMS, OKLAHOMA
THE PURPOSE OF THIS STUDY WAS TO MEASURE POSSIBLE EFFECTS OF POST-MANPOWER TRAINING COUNSELING OF AN OCCUPATIONAL NATURE UPON CERTAIN FACETS OF PERCEPTION AND BEHAVIOR OF 110 SUBJECTS FROM EIGHT SELECTED OKLAHOMA MANPOWER DEVELOPMENT AND TRAINING ACT CLASSES HELD DURING 1967-68. THE EFFECTS OF THE COUNSELING TREATMENT WERE MEASURED BY THE SUBJECTS JOB SATISFACTION SCORES, EMPLOYEE PERFORMANCE SCORES, TRAINING EFFICIENCY, AND GENERAL EMPLOYABILITY. DATA CONSISTED OF DEMOGRAPHIC VARIABLES AND INFORMATION PROVIDED BY TWO COUNSELORS, EACH WORKING WITH RANDOMLY ASSIGNED SUBJECTS FOR AN AVERAGE OF 1.86 HOURS PER INDIVIDUAL CLIENT. THIS STUDY REVEALED THAT COUNSELING DID NOT BRING ABOUT A HIGHER JOB SATISFACTION LEVEL ON THE PART OF COUNSELED SUBJECTS WHEN MEANS OF THEIR TEST SCORES WERE TESTED AGAINST THOSE NOT COUNSELED. SIMILARLY, THE EMPLOYEE PERFORMANCE MEAN TEST SCORES OF COUNSELED SUBJECTS WERE NOT SIGNIFICANTLY DIFFERENT TO A MAGNITUDE WHICH PROVED COUNSELING AFFECTED THIS PERFORMANCE; HOWEVER, THE COUNSELING TREATMENT WAS FOUND TO SIGNIFICANTLY AFFECT THE SUBJECTS OBTAINING BONA FIDE AND LEGITIMATE JOBS, THE NUMBER OF WEEKS IT REQUIRED SUBJECTS TO GET SUCH JOBS, AND THE PERCENT OF TIME SUBJECTS HELD SUCH JOBS. (CH)
ERIC: ED023930

1335 THE EFFECTS OF RACE AND SEX DISCRIMINATION ON EARLY-CAREER EARNINGS. JUN 75
KOHEN, ANDREW I.; RODERICK, ROGER D.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 45P.
CAREERS, EMPLOYMENT, FEMALES, INCOME, LABOR MARKET, MALES, NEGRO EMPLOYMENT, NEGROES, RACIAL DISCRIMINATION, SALARIES, SEX DISCRIMINATION, STATISTICAL ANALYSIS, TABLES (DATA), YOUNG ADULTS

(CONT.)

1335 THE STUDY USES A MULTIPLE-EQUATION MODEL OF EARNINGS DETERMINATION TO ASSESS AND MEASURE THE IMPACT OF LABOR MARKET DISCRIMINATION ACCORDING TO RACE AND SEX. FOCUSING ON FULL-TIME, NONRESIDENT WORKERS 18-25 YEARS OF AGE IN 1966-69, THE OBSERVED INTERCOLOR AND INTERSEX WAGE DIFFERENTIALS ARE DECOMPOSED ACCORDING TO THEIR SOURCES. WHILE LESS THAN ONE-FOURTH OF THE BLACK/WHITE DIFFERENTIAL IS ATTRIBUTED TO CURRENT LABOR MARKET DISCRIMINATION, MORE THAN NINE-TENTHS OF THE SEX DISPARITY IN HOURLY EARNINGS IS ATTRIBUTED TO DISCRIMINATION. ALTHOUGH YOUNG BLACK WOMEN ARE FOUND TO BE DOUBLY VICTIMIZED, THEIR SEX SEEMS TO BE THE GREATER HANDICAP. THESE CONCLUSIONS AND OTHERS ARE IN ACCORD WITH THE LIMITED PRIOR RESEARCH IN THE AREA. (NTIS)
ERIC: ED115835 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-242-772: MF $2.25: HC $3.75)

1336 THE EFFECTS OF TAXES ON THE SUPPLY OF LABOR WITH SPECIAL REFERENCE TO INCOME MAINTENANCE PROGRAMS. MAY 70
BOSKIN, MICHAEL JAY
CALIFORNIA UNIV., BERKELEY. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 175P.: PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, BERKELEY
DECISION MAKING, FAMILY INCOME, LABOR CONDITIONS, LABOR DEMANDS, LABOR STANDARDS, LABOR SUPPLY, MODELS, STATISTICAL ANALYSIS, TAXES, WAGES
THE STUDY BUILDS A THEORETICAL MODEL OF THE INTERDEPENDENCE OF THE LABOR SUPPLY DECISIONS OF FAMILY MEMBERS AND APPLIES IT TO DATA FROM THE 1967 SURVEY OF ECONOMIC OPPORTUNITY TO ESTIMATE LABOR SUPPLY CURVES FOR POPULATION SUBGROUPS. THE THREE RELEVANT VARIABLES MEASURED ARE LABOR SUPPLY, WAGES, AND INCOME. THE MODEL GIVES AN ESTIMATE OF THE OVERALL RESPONSE OF LABOR SUPPLY TO WAGES AND NONWAGE INCOME. THE RESULTS ARE ALSO APPLIED TO AN ANALYSIS OF THE INCOME REDISTRIBUTIVE EFFECTS OF NEGATIVE INCOME TAXES, DEMO-GRANTS AND WAGE SUBSIDIES. (AUTHOR)
ERIC: ED081947 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 548: MF $1.45, HC $3.00)

1337 THE EFFECTS OF WORK RATE UPON JOB SATISFACTION. DEC 69
WOLLACK, STEPHEN
BOWLING GREEN STATE UNIV., OHIO. GRADUATE SCHOOL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 98P.
BIBLIOGRAPHIES, EVALUATION CRITERIA, JOB SATISFACTION, RECORDS (FORMS), STATISTICAL ANALYSIS, TABLES (DATA), WORK RATE
THE PRINCIPAL HYPOTHESIS IN THIS RESEARCH IS THAT DISCREPANCIES FROM A PERSONS PREFERRED RATE OF WORK ARE ASSOCIATED WITH DISSATISFACTION AND THAT AN INVERTED-U RELATIONSHIP EXISTS BETWEEN THE DISCREPANCIES AND JOB SATISFACTION. A GROUP OF 40 WORKERS WERE HIRED ESPECIALLY FOR THE STUDY, AND WERE TRAINED IN ASSEMBLY AND INSPECTION. AFTER A 4-DAY LEARNING PERIOD, A BASE RATE WAS CALCULATED WHICH REPRESENTED EACH WORKERS PREFERRED RATE OF WORK. ON THE FIFTH DAY, THEY WERE ASSIGNED TO A COMPULSORY RATE BASED ON THE PREFERRED RATE, AND JOB SATISFACTION, FATIGUE, AND BOREDOM WERE CALCULATED. NONE OF THE ANALYSES WITH RESPECT TO THE HYPOTHESES WERE SIGNIFICANT, BUT WHEN PERCEIVED WORK RATE WAS COMPARED TO ACTUAL WORK RATE, THE RESULTS WERE CONSISTENT WITH THE PREDICTIONS FOR THE ACTUAL RATE OF WORK. SATISFACTION, FATIGUE, AND BOREDOM. ONE OF THE LIMITATIONS OF THE STUDY WAS THAT THE DIRECTION OF CAUSALITY COULD NOT BE ESTABLISHED FOR THE RELATIONSHIP AMONG THE VARIABLES. (AUTHOR)
ERIC: ED052296 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VA. 22151 (PB 186459, MF $.95: SEE CATALOG FOR HARD COPY PRICE)

1338 EFFICIENCY OF WORKERS ON THE FOUR-DAY WORKWEEK 1975
CALVASINA, E.J.: BOXX, W.R.
ACADEMY OF MANAGEMENT JOURNAL, VOL.18, NO.3, SEPT 1975, P. 604-610. BIBLIOG. 5
EFFICIENCY, FOUR DAY WORK WEEK, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB PERFORMANCE, MANAGEMENT, PRODUCTIVITY
IN A DIRECT STUDY OF THE EFFECT ON JOB PERFORMANCE OF A CHANGE TO A FOUR-DAY WORK WEEK, NO PRODUCTIVITY CHANGES WERE OBSERVED, INDICATING THAT AT LEAST IN INSTANCES WHERE LABORERS ARE NOT ENGAGED IN HEAVY PHYSICAL WORK, THERE IS NO INCREASE IN FATIGUE.
MGMT: AMJ7580604

1339 EFFICIENT ESTIMATION OF A MODEL OF LABOR ADJUSTMENT 1975
RAPPOPORT, P.N.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 501-504. BIBLIOG. 10
CAPITAL, COST OF CAPITAL, ECONOMICS, EMPLOYMENT POLICY, ESTIMATION, FORECASTING, INTEREST RATES, LABOR, LABOR MARKET, MANUFACTURING, MODELING, PRICE, PRODUCTION, PRODUCTION POLICY, PRODUCTIVITY, QUANTITATIVE METHODS, TECHNOLOGICAL CHANGE
THE OPTIMAL COMBINATION OF CAPITAL AND LABOR, AND THE SPEED LABOR ADJUSTMENT BECAUSE OF A CHANGE IN THE COST OF CAPITAL ARE LIKELY TO DEPEND ON THE COST OF ADJUSTMENT. A GENERAL MODEL OF LABOR ADJUSTMENT IS DERIVED AND ESTIMATED BY ORDINARY LEAST SQUARE AND RIDGE REGRESSION ANALYSIS.
MGMT: ASA75HP501

1340 EGALITARIANISM: MECHANISMS FOR REDISTRIBUTING INCOME 1975
COBBS, J.
BUSINESS WEEK, NO.2410, DEC 8, 1975, P. 86-90.
AFFIRMATIVE ACTION, ECONOMIC GROWTH, ECONOMICS, EQUAL EMPLOYMENT OPPORTUNITY, FINANCE,

(CONT.)
1340 HOUSING, INCOME, INCOME DISTRIBUTION, INFLATION, POVERTY, PUBLIC ADMINISTRATION, PUBLIC WELFARE, SOCIAL SECURITY, TAX CREDIT, TAX CUT, TAX REFORM, TRUSTS
THE INEQUALITY OF INCOME DISTRIBUTION IN THE UNITED STATES IS THE TARGET FOR REFORMERS WHO WANT THE INCOME GROWTH TO INCREASE FASTER FOR THOSE AT THE BOTTOM LEVEL. AFFIRMATIVE ACTION IS USEFUL TO HAVE EQUAL PAY FOR JOBS, BUT TAXES MUST BE CHANGED TO EQUALIZE INCOME. THE COST OF SOCIAL PROGRAMS GROWS AND MORE ARE BEING SOUGHT.
MGMT: BWE75L0886

1341 EGALITARIANISM: THE CORPORATION AS VILLAIN 1975
COBBS, J.
BUSINESS WEEK, NO.24118 DEC 15, 1975, P. 86-88.
CAPITALISM, CITIES, CORPORATE RESPONSIBILITY, ECONOMICS, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT INTERVENTION, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, INCOME, MINORITIES, PRIVATE ENTERPRISE, PUBLIC WELFARE, TAX, UNIONS, WAGES
THE EGALITARIAN VIEW HAS THE MAJOR CORPORATIONS WRECKING THE SYSTEM OF PRIVATE ENTERPRISE, WITH THE NEED FOR RAISING THE LOWER INCOME SO GREAT, THE MIDDLE AND UPPER BRACKETS MUST AFFORD IT. THIS CONFLICTS WITH THE BELIEF IN RESTRAINT GOVERNMENTS ROLE, AND WITH BUSINESS ON DIFFERENTIALS IN REWARDS AS MOTIVATION.
MGMT: BWE75L1586

1342 EGALITARIANISM: THREAT TO A FREE MARKET 1975
COBBS, J.
BUSINESS WEEK, NO.2409, DEC 1, 1975, P. 62-65.
AFFIRMATIVE ACTION, CORPORATE RESPONSIBILITY, DISCRIMINATION, ECONOMIC THEORY, ECONOMICS, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT SPENDING, HUMAN RESOURCE DEVELOPMENT, MINORITIES, PUBLIC WELFARE, SOCIAL SECURITY, TAX REFORM, UNIONS, WOMEN IN BUSINESS
THE PUSH FOR EQUALITY IS BECOMING STRONGER IN THE U.S. THE LARGER IT GROWS AND THE GREATER THE ECONOMIC OUTPUT, AND AS WE BECOME WEALTHIER THE MORE WE CAN AFFORD EQUAL DISTRIBUTION. TO REDUCE ECONOMIC INEQUALITY THOSE WITH LOWER INCOMES MUST REFUSE TO ACCEPT THE CONDITION AND THE HIGHER PAID BE ASHAMED OF INEQUALITY.
MGMT: BWE75L0162

1343 EGG CANDLER (ANY IND.) 7-76.110 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, EGG CANDLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TOTHAT SHOWN IN THE JOB THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061323

1344 ELASTICITY OF DEMAND FOR LABOR A CROSS-SECTION STUDY OF WOOD PRODUCTS INDUSTRIES. JUN 72
OPEESSEN, ERWIN A. J.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 145P.: PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, BERKELEY
COST EFFECTIVENESS, ECONOMIC RESEARCH, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, LABOR ECONOMICS, LABOR MARKET, LUMBER INDUSTRY, MANPOWER NEEDS, MODELS, WAGES, CALIFORNIA
THIS DISSERTATION DEALS WITH THE RELATIONSHIP BETWEEN WAGES AND EMPLOYMENT IN FIVE INDUSTRY CLASSIFICATIONS COVERING MILLWORK AND FURNITURE PLANTS. CENSUS AND OTHER DATA FOR 1958, 1963 AND 1967 ARE USED, AS WELL AS DATA FOR THE THREE YEARS COMBINED. THE DATA ARE ON THE STATE LEVEL. THE RELATIONSHIP IS ESTIMATED WITHIN A SIMULTANEOUS EQUATION SYSTEM DESCRIBING SUPPLY AND DEMAND ON THE LABOR MARKET. DEMAND IS SPECIFIED UNDER A COST MINIMIZATION FRAMEWORK SO THAT VOLUME OF OUTPUT IS HELD CONSTANT. THE MAIN FINDING IS THAT OF A SIGNIFICANT AND NEGATIVE RELATIONSHIP BETWEEN WAGES AND THE DEMAND FOR LABOR IN THESE INDUSTRIES. THE RESULTS ALLOW ESTIMATION OF THE LONG RUN EFFECT OF A WAGE INCREASE ON EMPLOYMENT IN AN AREA. (AUTHOR)
ERIC: ED090858 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-210 520, MF $1.45, HC $3.00)

1345 THE ELASTICITY OF SUBSTITUTION OF WHITE FOR NONWHITE LABOR. JUN 70
GALCHUS, KENNETH EDWARD
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.

(CONT.)

1345 NOTES: 110P.; PH.D. DISSERTATION, WASHINGTON UNIVERSITY, ST. LOUIS, MO.
ECONOMIC FACTORS, ECONOMIC RESEARCH, LABOR MARKET, NEGRO EMPLOYMENT, NEGROES, PRODUCTIVITY, RACIAL ATTITUDES, RACIAL DISCRIMINATION, RACIAL SEGREGATION, SALARY DIFFERENTIALS
THIS STUDY CALCULATES THE DEGREE OF SUBSTITUTABILITY BETWEEN WHITE AND NONWHITE LABOR WITHIN VARIOUS OCCUPATIONAL CATEGORIES, IN ORDER TO DETERMINE THE EXTENT OF RACIAL DISCRIMINATION AND TO DERIVE DEMAND CURVES FOR NONWHITE LABOR. THE MODEL DEVELOPED IN THE STUDY TREATS EMPLOYER DISCRIMINATION AS A DIFFERENTIAL BETWEEN TOTAL AND MONEY COSTS TO THE EMPLOYER OF HIRING A NONWHITE, WHEREAS EMPLOYEE AND CONSUMER DISCRIMINATION ARE INCORPORATED INTO THE FIRMS ISOQUANT. THE MODEL AVOIDS THE RESTRICTION OF THE COBB-DOUGLAS PRODUCTION FUNCTION, ASSUMING ONLY THAT THE FUNCTION HAS CONSTANT ELASTICITY OF SUBSTITUTION BETWEEN CAPITAL AND LABOR. THE STUDY CONCLUDES THAT WHEN QUALITY DIFFERENTIALS ARE REMOVED, WHITES AND NONWHITES ARE PERFECT SUBSTITUTES, IMPLYING THAT THE WORK FORCE WILL BE TOTALLY SEGREGATED WHEN THERE EXISTS A NONZERO DISCRIMINATION COEFFICIENT, WHICH MEASURES THE UTILITY OR DISUTILITY OF HIRING NONWHITES. THE FREQUENCY OF INTEGRATED FIRMS INDICATES THAT MANY EMPLOYERS AND EMPLOYEES HAVE ZERO DISCRIMINATION COEFFICIENTS. THE RESULTS ARE USEFUL AIDS IN CHOOSING THE PROPER POLICY INSTRUMENTS TO RAISE THE NONWHITE WAGE RATE. THIS PH.D. DISSERTATION WAS SUBMITTED TO WASHINGTON UNIVERSITY. (BH)
ERIC: ED048447 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106 (ORDER NO 70-26,860 MF $4.00, XEROGRAPHY $10.00)

1346 ELECTRIC MOTOR ASSEMBLER 6-99.166 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), ELECTRIC MOTORS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRIC MOTOR ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059298

1347 ELECTRIC TOOTHBRUSH ASSEMBLER (ELEC. EQUIP.) 723.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRICAL APPLIANCES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRIC TOOTHBRUSH ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066512

1348 ELECTRIC-CORD ASSEMBLER II (ELEC. EQUIP.) 9-00.91--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRICAL APPLIANCES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MASS PRODUCTION, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRIC CORD ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),

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1348 FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065568

1349 ELECTRICAL TECHNOLOGY - TECHNICAL INSTITUTES TRAINING 0-67--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL SYSTEMS, EVALUATION CRITERIA, INSTITUTES (TRAINING PROGRAMS), JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRICAL TECHNOLOGY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066484

1350 ELECTRICIAN (ANY INC.) 824.281 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060111

1351 ELECTRICIAN, AIRPLANE (AIRCRAFT MFG.) 825.281: AIRCRAFT MECHANIC, ARMAMENT (AIRCRAFT MFG.) 801.381 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, AVIATION MECHANICS, CUTTING SCORES, ELECTRICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, AIRCRAFT MECHANIC (ARMAMENT), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE

(CONT.)
1351 PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060108

1352 ELECTRICITY (CONSTRUCTION). TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 28P.: FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, ELECTRICAL OCCUPATIONS, ELECTRICIANS, ELECTRICITY, JOB SKILLS, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE ELECTRICITY TRADE AS RECOMMENDED BY THE SUCCESSFUL ELECTRICIAN. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF AN ELECTRICIAN OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN ELECTRICITY WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY, BLUEPRINT READING AND PLANNING, SELECTION AND USE OF MATERIALS AND SUPPLIES, LABOR AND MATERIAL ESTIMATING, TOOLS AND EQUIPMENT, OPERATIONS AND/OR JOBS, AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128571

1353 ELECTRO-MECHANICAL ASSEMBLY CURRICULUM 70XX: 72XX--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, ELECTROMECHANICAL TECHNOLOGY, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRADE AND INDUSTRIAL EDUCATION, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066557

1354 ELECTRONIC RESISTANCE SPOT WELDER (ELECTRONICS) 6-98.027--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066466

1355 ELECTRONIC TECHNICIAN (PROFESS. & KIN.) 003.181--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065639

1356 ELECTRONICS ASSEMBLER (ELECTRONICS) 726.781--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRONICS ASSEMBLERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066472

1357 ELECTRONICS FOREMAN (ELECTRONICS) 5-92.621 (726.134)--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. OCT 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
ADMINISTRATIVE PERSONNEL, APTITUDE TESTS, CUTTING SCORES, ELECTRONICS INDUSTRY, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SUPERVISORS, TEST RELIABILITY, TEST VALIDITY, ELECTRONICS FOREMAN, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069649

1358 ELECTRONICS MECHANIC (ELECTRONICS) 726.281 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONICS INDUSTRY, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRONICS MECHANIC, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

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1358 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHIC AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED061308

1359 ELECTRONICS-UNIT ASSEMBLER (ELECTRONICS) 6-98.014 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 60
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.: REVISED
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRONIC TECHNICIANS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRONICS UNIT ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062436

1360 ELIMINATE YOUR OBSOLESCENCE 1976
MILLER, J.E.
JOURNAL OF SYSTEMS MANAGEMENT, VOL.27, NO.11, NOV 1976, P. 34-36. BIBLIOG. 4
CAREER DEVELOPMENT, EDUCATION, HUMAN RESOURCE DEVELOPMENT, OBSOLESCENCE, PLANNING, SYSTEMS, SYSTEMS ANALYSIS, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT
EXAMINES THE DEVASTATING EFFECT THE IMPENDING OBSOLESCENCE WILL HAVE ON INDIVIDUALS. THE PROFESSIONAL DEVELOPMENT PROGRAM SHOULD BE SELF-DOCUMENTING. ROLE OF PROFESSIONAL ORGANIZATIONS IN A CONTINUING EDUCATION PROGRAM IS DISCUSSED.
MGMT: JSM76K0034

1361 ELIMINATING DISCRIMINATION CAN INCREASE PRODUCTIVITY 1975
GRAVES, E.G.
PERSONNEL ADMINISTRATOR, VOL.20, NO.4, JUNE 1975, P. 50-52.
AFFIRMATIVE ACTION, BUSINESS ADMINISTRATION, DISCRIMINATION, HIRING, HUMAN RESOURCE DEVELOPMENT, LAW, MINORITIES, PRODUCTIVITY
EMPHASIZES THAT AFFIRMATIVE ACTION WITH RESPECT TO THE EMPLOYMENT POLICIES REGARDING MINORITIES IS ESSENTIAL TO IMPROVED PRODUCTIVITY, DISPARAGING FIRMS WHERE BLACKS ARE THE FIRST LAID OFF IN THE EVENT OF ECONOMIC DOWNTURN.
MGMT: PA075F0050

1362 THE EMERGENCE OF A SERVICE SOCIETY DEMOGRAPHIC AND SOCIOLOGICAL ASPECTS OF THE SECTORAL TRANSFORMATION OF THE LABOR FORCE IN THE U.S.A. 30 JUN 75
BROWNING, HARLEY L.:SINGELMANN, JOACHIM
TEXAS UNIV., AUSTIN. POPULATION RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-21-48-73-45
NOTES: 342P.
CLASSIFICATION, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, EQUAL OPPORTUNITIES (JOBS), FEMALES, HUMAN RESOURCES, INDUSTRIAL PERSONNEL, INDUSTRIAL STRUCTURE, JOB SATISFACTION, LABOR CONDITIONS, LABOR DEMANDS, LABOR ECONOMICS, LABOR MARKET, MALES, MANPOWER UTILIZATION, MINORITY GROUPS, OCCUPATIONAL MOBILITY, ORGANIZATIONAL CHANGE, POPULATION TRENDS, SOCIAL INDICATORS, STATISTICAL ANALYSIS
SECTORAL TRANSFORMATION (INTER-INDUSTRY SHIFTS), WHICH IS GENERALLY ANALYZED BY USE OF THE FISHER-CLARK TRI-PARTITE DIVISION, IS EXAMINED IN THIS STUDY DEALING MAINLY WITH THE 1960-1970 DECADE AND BASED ON THE 1/100 SAMPLE OF THE 1960 AND 1970 CENSUSES. (THE FISHER-CLARK TRI-PARTITE DIVISION OF LABOR INVOLVES A PRIMARY SECTOR--AGRICULTURE, MINING, FISHING, FORESTRY: SECONDARY SECTOR--MANUFACTURING, CONSTRUCTION, AND UTILITIES: AND TERTIARY SECTOR--TRANSPORTATION, COMMERCE, AND SERVICES.) A NEW SIX-SECTOR INDUSTRY CLASSIFICATION SCHEME IS PRESENTED TO INCREASE THE MEANINGFULNESS OF THE TERTIARY SECTOR, WHICH PREVIOUSLY HAS BEEN A RESIDUAL CATEGORY. THE SIX SECTORS ARE EXTRACTIVE,

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1362 TRANSFORMATIVE, DISTRIBUTIVE SERVICES, PRODUCER SERVICES, SOCIAL SERVICES, AND PERSONAL SERVICES. ATTENTION IS CENTERED ON THESE ISSUES (1) IDENTIFYING THE INDUSTRY STRUCTURE AND TRACING ITS TRANSFORMATION, (2) WHO IS EMPLOYED IN WHAT SECTORS AND INDUSTRIES, AND (3) IMPORTANT CONSEQUENCES OF SECTORAL TRANSFORMATION. THE FIRST ISSUE IS ADDRESSED IN THE CHAPTERS ON LONG-TERM TRENDS (1870-1970) OF THE SECTORAL TRANSFORMATION (II), WORK SCHEDULING AND STABILITY OF EMPLOYMENT (III), AGE STRUCTURE AND INDUSTRY CHANGE (IV) AND THE INTERRELATION OF INDUSTRY AND OCCUPATION (V). THE SECOND ISSUE TAKES UP THE INDUSTRY POSITION OF FEMALES (VI), AND THE POSITION OF BLACKS AND MEXICAN AMERICANS IN COMPARISON WITH ANGLOS IN INDUSTRY AND OCCUPATIONAL STRUCTURE (VII). THE THIRD ISSUE IS COVERED IN THE DISCUSSION OF EARNINGS INEQUALITY AND THE RELATIVE MERITS OF THE SECTOR MODEL AND THE HUMAN CAPITAL MODEL (VIII). THE FINAL CHAPTER (IX) ADDRESSES A NUMBER OF SOCIOLOGICAL IMPLICATIONS OF THE MOVEMENT TO THE SERVICE ECONOMY. SOME POLICY IMPLICATIONS OF THIS RESEARCH ARE INCLUDED. (NTIS/TA)
ERIC: ED131193 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

1363 EMERGENCE OF THE NEW UNEMPLOYMENT FEB 75
TUSSING, A. DALE
INTELLECT:103:2363:303-11
UNEMPLOYMENT, ECONOMIC CHANGE, LABOR MARKET, UNEMPLOYED, OCCUPATIONAL SURVEYS, TABLES (DATA), ECONOMIC CLIMATE, PROBLEM SOLVING
STRIKING CHANGES HAVE OCCURRED OVER THE PAST 10 TO 15 YEARS IN THE PICTURE OF UNEMPLOYMENT AS PORTRAYED BY AMERICAN LABOR-MARKET ECONOMISTS. (AUTHOR)
ERIC: EJ111995

1364 THE EMERGENCY EMPLOYMENT ACT AN ASSESSMENT DEC 72
LEVITAN, SAR A.
MANPOWER:4:12:22-27
EMPLOYMENT PROGRAMS, FEDERAL AID, JOB DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, UNEMPLOYED, EMERGENCY EMPLOYMENT ACT
ONE YEARS EXPERIENCE (THROUGH JUNE 1972) SUGGESTS THAT THE EMERGENCY EMPLOYMENT ACT IS A VERY EFFECTIVE, IF LIMITED, TOOL IN COUNTERING DOWNTURNS IN THE ECONOMY. (MF)
ERIC: EJ072943

1365 THE EMERGENCY EMPLOYMENT ACT AN INTERIM ASSESSMENT JUN 72
LEVITAN, SAR A.;TAGGART, ROBERT
MONTHLY LABOR REVIEW:95:6:3-11
EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, PROGRAM EVALUATION, UNEMPLOYED, UNEMPLOYMENT, EMERGENCY EMPLOYMENT ACT OF 1971
INDICATES THAT THE PROGRAM HAS BEEN SOMEWHAT SUCCESSFUL AS AN EMERGENCY MEASURE TO FIGHT RISING UNEMPLOYMENT. (BH)
ERIC: EJ060220

1366 THE EMERGING ATTITUDES AND MOTIVATIONS OF WORKERS. LABOR/MANAGEMENT PROGRAMME. 72
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE). DIRECTORATE FOR SCIENTIFIC AFFAIRS.
NOTES: 58P.; REPORT OF A MANAGEMENT EXPERTS MEETING (PARIS, FRANCE, MAY 24-26, 1971)
CHANGING ATTITUDES, CONFERENCE REPORTS, EMPLOYER EMPLOYEE RELATIONSHIP, INDUSTRIAL RELATIONS, JOB SATISFACTION, LABOR PROBLEMS, LEADERSHIP STYLES, MANAGEMENT, MOTIVATION, ORGANIZATIONAL CLIMATE, PERSONNEL POLICY, VALUES, WORK ATTITUDES, YOUTH, JAPAN, WESTERN EUROPE
THE WORKER BORN AFTER 1945, WHOSE GENERATION WILL SOON MAKE UP THE MAJORITY IN INDUSTRIAL EMPLOYMENT, IS USUALLY BETTER EDUCATED THAN HIS FATHER AND HIS EDUCATION HAS OFTEN BEEN DIFFERENT IN KIND TOO. THERE HAS BEEN MORE EMPHASIS ON TEACHING CHILDREN TO DEVELOP THEIR OWN PERSONALITY AND TO QUESTION WHAT THEY FIND IN SOCIETY, AND LESS EMPHASIS ON OBEDIENCE AND CONFORMITY. THE NEW WORKER TODAY QUESTIONS BOTH THE PURPOSE AND THE OPERATION OF INDUSTRY. HE IS RELUCTANT TO ACCEPT TRADITIONAL MANAGERIAL AUTHORITY AND SOMETIMES EVEN RELUCTANT TO ENTER INDUSTRIAL EMPLOYMENT AT ALL. IT MAY WELL BE THAT IF INDUSTRY DOES NOT MAKE ADJUSTMENTS TO ACCOMMODATE CHANGING ATTITUDES, IT WILL BECOME MORE DIFFICULT TO RECRUIT PERSONNEL, THERE WILL BE MORE FRICTION IN INDUSTRIAL RELATIONS, AND IT WILL BE INCREASINGLY HARD TO MAINTAIN ECONOMIC GROWTH. THIS REPORT SUMMARIZES CONFERENCE DISCUSSIONS BY SENIOR MANAGEMENT EXPERTS IN WESTERN EUROPE AND JAPAN ABOUT WHAT THEY PERCEIVED TO BE THE ATTITUDES AND MOTIVATIONS OF WORKERS WHICH HAD THE MOST INFLUENCE ON ECONOMIC ACTIVITY AND ON THE STYLES OR POLICY OF MANAGEMENT MOST LIKELY TO SUCCEED IN THE FACE OF THESE ATTITUDES AND MOTIVATIONS. THE MEETING SHOWED CONCLUSIVELY THAT A GREATER UNDERSTANDING OF THE HUMAN STRUCTURE OF THE INDUSTRIAL ENTERPRISE COULD DECREASE WORKER ALIENATION AND INCREASE BOTH OUTPUT AND SATISFACTION. (MF)
ERIC: ED076784 ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT, PUBLICATIONS CENTER, SUITE 1207, 1750 PENNSYLVANIA AVE., N.W., WASHINGTON, D.C. 20006 ($1.75)

1367 EMERGING WOMAN CAREER ANALYSIS AND OUTLOOKS. 75
OSIPOW, SAMUEL H., ED.
NOTES: 175P.
BIBLIOGRAPHIES, CAREER CHOICE, DEMOGRAPHY, FEMALES, INDIVIDUAL CHARACTERISTICS, LITERATURE REVIEWS, MARITAL STATUS, PARENTAL BACKGROUND, SEX DISCRIMINATION, SOCIAL FACTORS, STATE OF THE ART REVIEWS, STEREOTYPES, VOCATIONAL DEVELOPMENT, VOCATIONAL INTERESTS, WORKING WOMEN
THE VOLUME, CONSISTING OF SEVEN PAPERS, PROVIDES SOME DATA-BASED INFERENCES ABOUT HOW

(CONT.)

1367 WOMEN CHOOSE AND IMPLEMENT THEIR CAREERS, PRINCIPAL FACTORS THAT INFLUENCE THE CHOICE, AND BARRIERS THAT INTERFERE WITH WOMENS VOCATIONAL POTENTIALITIES. CHAPTER 1, DEMOGRAPHIC AND SOCIAL FACTORS IN WOMENS WORK LIVES, AND CHAPTER 2, MEASURING THE VOCATIONAL INTEREST OF WOMEN, ARE BRIEF OVERVIEWS OF RELATED RESEARCH AND PROBLEMS. CHAPTER 3, PARENTAL INFLUENCES ON WOMENS CAREER DEVELOPMENT, EXAMINES THE INFLUENCE OF THE MOTHERS EMPLOYMENT HISTORY AS WELL AS PATERNAL IDENTIFICATION AND INFLUENCE. CHAPTER 4, INDIVIDUAL FACTORS RELATED TO CAREER ORIENTATION IN WOMEN, EXPLORES ABILITY AND ACHIEVEMENT, PERSONALITY, SELF-CONCEPT AND SELF-ESTEEM, AND RELATIONSHIP OF VALUES TO CAREER ORIENTATION. CHAPTER 5, MARRIAGE AND THE EMPLOYMENT OF WOMEN, EXAMINES SIX VARIABLES MARITAL STATUS, MARITAL SATISFACTION, MALE ATTITUDES, FAMILY SIZE, INFLUENCE OF HUSBANDS INCOME, AND WIFES EDUCATIONAL LEVEL. CHAPTER 6, SEX ROLE STEREOTYPES AND CAREER VERSUS HOMEMAKING ORIENTATIONS OF WOMEN, REFLECTS HOW THE SOCIALIZATION PROCESS OF CHILDREARING AND EDUCATIONAL PRACTICES TENDS TO RESTRICT WOMENS BEHAVIORAL CHOICES. CHAPTER 7, BARRIERS TO THE CAREER DEVELOPMENT OF WOMEN, DISCUSSES POTENTIAL INDIVIDUAL AND SOCIAL ROADBLOCKS RESULTING IN UNDERACHIEVEMENT, OVERCOMPENSATION, AND EXCLUSION. THE CONCLUDING CHAPTER BY THE EDITOR SUMMARIZES CHANGING ATTITUDES, EXISTING PROBLEMS, AND FUTURE IMPLICATIONS. (EA)
ERIC: ED117348 CHARLES E. MERRILL PUBLISHING COMPANY, 1300 ALUM CREEK DRIVE, COLUMBUS, OHIO 43216 ($9.95)

1368 EMPATHY AND HIGH STANDARDS NOV 72
TRAINING IN BUSINESS AND INDUSTRY;9;11;42-3
DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, GROUP DISCUSSION, INPLANT PROGRAMS, JOB TRAINING, TRAINEES
ARTICLE DISCUSSES A SPECIAL TRAINING PROGRAM FOR DISADVANTAGED WORKERS. (AUTHOR)
ERIC: EJ067971

1369 AN EMPIRICAL ANALYSIS OF THE DUAL LABOR MARKET THEORY. MAY 73
ANDRISANI, PAUL JAMES
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 158P.; PH.D. DISSERTATION, OHIO STATE UNIVERSITY
DOCTORAL THESES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, ENTRY WORKERS, LABOR MARKET, MALES, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), RACIAL DISCRIMINATION, SALARY DIFFERENTIALS, WAGES, YOUTH, YOUTH EMPLOYMENT, DUAL LABOR MARKET THEORY
THIS STUDY FOCUSES UPON THE PROCESS OF LABOR MARKET ENTRY OF MALE YOUTH IN THE CONTEXT OF THE DUAL LABOR MARKET THEORY. ESSENTIALLY, THE DUAL MARKET THEORY CONTENDS THAT A LARGE BODY OF WORKERS IS INVOLUNTARILY CONFINED TO SUBSTANDARD JOBS IN A SECONDARY LABOR MARKET WHICH IS SEPARATED FROM THE MAINSTREAM, OR PRIMARY SECTOR BY IMPENETRABLE BOUNDARIES IMPOSED BY INSTITUTIONALIZED DISCRIMINATION. BRIEFLY, THE STUDY FINDS A SUBSTANTIAL AMOUNT OF UPWARD MOBILITY FROM TIME OF FIRST JOB TO 1968--A PERIOD RANGING FROM 2 TO 10 YEARS. NONETHELESS, ENTRY INTO AND CONFINEMENT WITHIN THE SECONDARY SECTOR CANNOT BE CONSISTENTLY EXPLAINED SOLELY IN TERMS OF DEFICIENCIES IN AGGREGATE DEMAND, HUMAN CAPITAL, OR MOTIVATION. MOREOVER, THE EVIDENCE ALSO SUGGESTS THE EXISTENCE OF DISCRIMINATION AGAINST BLACKS IN TERMS OF EARNINGS. (AUTHOR)
ERIC: ED084436 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (MC $3.00)

1370 EMPIRICAL TESTS OF DUAL LABOR MARKET THEORY AND HEDONIC MEASURES OF OCCUPATIONAL ATTAINMENT DEC 76
FREIMAN, MARC P.
WISCONSIN UNIV., MADISON. DEPT. OF ECONOMICS. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-55-74-19
NOTES: FINAL REPT. 1974-77 173P
MANPOWER, MARKET RESEARCH, MOBILITY, DUAL LABOR MARKETS, OCCUPATIONAL MOBILITY, BLACK WHITE COMPARISONS, PRICE INDEX, NTISLABPEU, NTISLABETA
DUAL LABOR MARKET THEORY WAS TESTED BY EXAMINING THE OCCUPATIONAL MOBILITY PATTERNS (AND THEIR DETERMINANTS) FOR WHITES, NONWHITES, AND NONWHITES WITH LESS THAN TWELVE YEARS OF EDUCATION. THE PRIMARY DATA SOURCE WAS THE NATIONAL LONGITUDINAL SURVEY OF YOUNG MEN, ALTHOUGH THE SURVEY OF ECONOMIC OPPORTUNITY (1967), AND JOB DATA FROM THE DICTIONARY OF OCCUPATIONAL TITLES WERE ALSO UTILIZED IN THE ANALYSIS. OCCUPATIONAL STATUS WAS DEFINED BY TWO MEASURES THE HOURLY WAGE RATE AND A MEASURE OF OCCUPATIONAL PRESTIGE DERIVED FROM AN ESTIMATED HEDONIC PRICE INDEX FOR OCCUPATIONAL CHARACTERISTICS. THE PRIMARY FOCUS WAS ON THE EFFECT OF INITIAL JOB QUALITY ON SUBSEQUENT MOBILITY.
NTIS: PB-263 252/9ST NTIS PRICES PC A08/MF A01

1371 EMPIRICAL TESTS OF JOB SEARCH HYPOTHESES THE GENERATION AND ACCEPTANCE OF JOB OFFERS 1 OCT 76
WARNER, JOHN TERRY
NORTH CAROLINA STATE UNIV. AT RALEIGH. DEPT. OF ECONOMICS AND BUSINESS.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-37-75-22
NOTES: FINAL REPT. 183P
EMPLOYMENT, SEARCHING, LABOR MARKET, NTISLABPEU
THIS PAPER DEVELOPS A UNIFIED THEORETICAL MODEL OF THE EXPECTED LENGTH OF UNEMPLOYMENT SPELLS AND CONDUCTS EMPIRICAL TESTS OF SOME OF THE PROPOSITIONS IMPLIED BY THE MODEL.

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1371 THREE ALTERNATIVE APPROACHES TO THE DETERMINATION OF THE LENGTH OF UNEMPLOYMENT SPELLS FOUND IN THE ECONOMICS LITERATURE ARE IDENTIFIED. THE LITERATURE AND EMPIRICAL FINDINGS RELEVANT TO EACH APPROACH ARE SURVEYED. A SINGLE UNIFIED MODEL INCORPORATING THE SALIENT FEATURES OF EACH OF THESE APPROACHES IS DEVELOPED. THEN SOME EMPIRICAL TESTS OF THE PROPOSITIONS IMPLIED BY THE MODEL ARE CONDUCTED USING 1970 CENSUS DATA.
NTIS: PB-274 332/6ST NTIS PRICES PC A09/MF A01

1372 EMPIRICAL WORK ON THE LABOR MARKET: IS THERE ANY ALTERNATIVE TO REGRESSION RUNNING 1974
BERGMAN, B.R.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES. PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 243-251.
ECONOMETRICS, ECONOMICS, HIRING, LABOR FORCE, LABOR MARKET, MODELING, QUANTITATIVE METHODS, SIMULATION, UNEMPLOYMENT
DEVELOPS A SIMULATION TOOL WHICH MAY BE USED TO MODEL THE LABOR MARKET, GIVING CLEARER INSIGHT TO UNEMPLOYMENT - WHO IS UNEMPLOYED AND FOR HOW LONG.
MGMT: IRR7470243

1373 EMPLOYABILITY BARRIERS OF THE WELFARE/MANPOWER CLIENT GROUP AND THE ABSORPTIVE CAPACITY OF THE PRIVATE AND PUBLIC SECTORS THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
ALNASRAWI, ABBASIANC OTHERS
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 154P.; FOR RELATED DOCUMENTS, SEE CE 001 805-818
EMOTIONAL PROBLEMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB ANALYSIS, JOB MARKET, JOB SKILLS, LOW INCOME GROUPS, MANPOWER UTILIZATION, PARTICIPANT CHARACTERISTICS, PERSONAL ADJUSTMENT, PERSONALITY PROBLEMS, PHYSICAL HANDICAPS, PILOT PROJECTS, WELFARE RECIPIENTS, MANPOWER RESEARCH, VERMONT
THIS REPORT DEALS WITH THE ABSORPTIVE CAPACITY OF VERMONTS PRIVATE AND PUBLIC SECTORS TO ACCOMMODATE WELFARE CLIENTS INTO GAINFUL EMPLOYMENT. DETAILED ATTENTION IS GIVEN TO ESTIMATING THE IMMEDIATE AND PROJECTED JOB VACANCIES IN THE STATE. WHEN SEEKING THESE JOBS, THE CLIENT MUST NOT ONLY COMPETE AGAINST OTHER UNEMPLOYED PERSONS, BUT ALSO HAS TO OVERCOME HIS PERSONAL, EMOTIONAL, AND PHYSICAL PROBLEMS WHICH HAVE HITHERTO SERVED AS A BARRIER TO EMPLOYMENT. (INCLUDED ARE 16 APPENDIXES, A 13-PAGE BIBLIOGRAPHY, AND A LIST OF FIGURES AND TABLES.) (AUTHOR)
ERIC: ED094261 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

1374 EMPLOYABILITY PLAN INSTRUCTORS GUIDE TO BE USED WITH EMPLOYABILITY PLAN REFERENCE MANUAL. OLDER WORKER SPECIALIST TRAINING. 1 JUN 71
MINNEAPOLIS REHABILITATION CENTER, INC., MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; MINNESOTA STATE DEPT. OF MANPOWER SERVICES, ST. PAUL.
NOTES: 47P.
ADULT COUNSELING, ADULT PROGRAMS, EMPLOYMENT COUNSELORS, EMPLOYMENT PROGRAMS, INSTRUCTIONAL MATERIALS, OLDER ADULTS, PROFESSIONAL TRAINING, REFERRAL, TEACHING GUIDES, VOCATIONAL REHABILITATION
THIS TEACHING GUIDE, TO BE USED WITH THE EMPLOYABILITY PLAN REFERENCE MANUAL, IS FOR USE IN TRAINING THE OLDER WORKER SPECIALIST TO WRITE A SEQUENTIAL PLAN FOR USING APPROPRIATE SERVICES TO SOLVE APPLICANTS VOCATIONALLY RELEVANT PROBLEMS. THE FOLLOWING AREAS ARE COVERED (1) SUMMARY OF PROCESS FOR DEVELOPING EMPLOYABILITY PLANS; (2) PREPARATION FOR TEACHING--LIST OF MATERIALS AND EQUIPMENT NEEDED, DESCRIPTION OF PLAN-WRITING PRACTICE, SAMPLE WORKSHEET FOR PLAN-WRITING PRACTICE; (3) TEACHING OBJECTIVES; AND (4) DETAILED TEACHING OUTLINES. COPIES OF TRAINING FORMS AND TRANSPARENCIES ARE INCLUDED IN AN APPENDIX. (KM)
ERIC: ED074323

1375 EMPLOYABILITY TEAM INTERACTION ANALYSIS AN EXPLORATORY STUDY, STAGE III. NOV 71
MUNGER, PAUL F.;AND OTHERS
INDIANA UNIV. FOUNDATION, BLOOMINGTON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 930P.; PORTIONS NOT LEGIBLE
EMPLOYMENT, ETHNIC GROUPS, GROUP BEHAVIOR, GROUP DYNAMICS, INTERPERSONAL RELATIONSHIP, JOB PLACEMENT, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, PEER RELATIONSHIP, PLACEMENT, SELF CONCEPT, SOCIOECONOMIC STATUS, TEAMWORK, VOCATIONAL DEVELOPMENT, EMPLOYABILITY DEVELOPMENT
THIS REPORT PROVIDES INFORMATION ABOUT EMPLOYABILITY DEVELOPMENT (E.D.) TEAM MEMBER INTERACTION AND ITS EFFECT ON ENROLLEES BASED ON A NATIONAL SAMPLE OF 31 SITES. FINDINGS INDICATED SATISFACTION WITH THE E.D. TEAM APPROACH BY BOTH ENROLLEES AND TEAM MEMBERS. DIFFERENCES AMONG JOB ROLES WERE FOUND IN OPERATING PHILOSOPHY, LEVEL OF TRAINING, AND PERCEPTION OF ENROLLEES. TEAM MEMBERS EVIDENCED A RELATIVELY LOW FREQUENCY OF INTERPERSONAL INTERACTION BEHAVIORS, DEVALUED ENROLLEES IN RELATION TO THEMSELVES AND TO OTHER TEAM MEMBERS, AND FAVORED A SUPPORTIVE ROLE WITH ENROLLEES. SIGNIFICANT RESPONSE STYLE DIFFERENCES OCCURED, BUT SUPPORTIVE AND EVALUATIVE WERE MOST FREQUENTLY USED. ENROLLEES WERE EDUCATIONALLY AND ECONOMICALLY DISADVANTAGED. THEY GAVE MORE FAVORABLE RATINGS TO THE E.D. TEAMS THAN THEY GAVE TO THEMSELVES. ACTION IS NEEDED IN ORDER TO IMPROVE ENROLLEE SELF CONCEPT, PARTICULARLY AS ENROLLEE SELF CONCEPT WAS FOUND TO BE HIGHLY RELATED TO SATISFACTION WITH THE PROGRAM. COHESION WAS STRONGEST IN TEAMS CHARACTERIZED BY FOUR MEMBERS, RACE AND SEX SIMILARITY, AND LOW LEVELS OF LEADER POWER. LEADERSHIP SHOULD BE FUNCTIONAL RATHER THAN ADMINISTRATIVE. (AUTHOR)

(CONT.)
1375 ERIC: ED084375 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 222 074, MF $1.45, HC $11.00)

1376 EMPLOYEE ATTITUDES SURVEYS: A NATURAL STARTING POINT FOR ORGANIZATION DEVELOPMENT 1975
PRITCHETT, P.
PERSONNEL JOURNAL, VOL.54, NO.4, APRIL 1975, P. 202-205.
BEHAVIORAL SCIENCE, COMMUNICATION IN ORGANIZATIONS, COMMUNICATION SYSTEMS, EDUCATION, MANAGEMENT, MORALE, MOTIVATION, ORGANIZATIONAL DEVELOPMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY
DEMONSTRATES THE SIMILARITY OF EMPLOYEE ATTITUDES SURVEY AND ORGANIZATIONAL DEVELOPMENT DIAGNOSES, INCLUDING THE COMPATIBILITY BETWEEN TWO SUCH PROGRAMS.
MGMT: PEJ7540202

1377 EMPLOYEE CHARACTERISTICS AS PREDICTORS OF TURNOVER AMONG FEMALE CLERICAL EMPLOYEES IN TWO ORGANIZATIONS APR 77
MOWDAY, RICHARD T.;PORTER, LYMAN W.;STONE, EUGENE F.
OREGON UNIV EUGENE DEPT OF MANAGEMENT
CONTRACT NO. N00014-76-C-0164
NOTES: TECHNICAL REPT. 25P
EMPLOYEE RELATIONS, JOB SATISFACTION, EMPLOYEE TURNOVER, NTISDODXA
THE PURPOSE OF THIS STUDY WAS TO EXAMINE RELATIONSHIPS BETWEEN EMPLOYEE CHARACTERISTICS AND TURNOVER IN ORGANIZATIONS. N=314 FEMALE CLERICAL EMPLOYEES IN TWO REGIONAL OFFICES OF A LARGE INSURANCE COMPANY WERE ADMINISTERED JACKSONS (1967) PERSONALITY RESEARCH FORM AND A QUESTIONNAIRE THAT INCLUDED MEASURES OF SEVERAL DEMOGRAPHIC CHARACTERISTICS. TURNOVER DATA WERE COLLECTED UP TO EIGHT MONTHS FOLLOWING THE QUESTIONNAIRE ADMINISTRATION. MULTIVARIATE RELATIONSHIPS WERE FOUND BETWEEN EMPLOYEE CHARACTERISTICS AND TURNOVER IN BOTH SAMPLES. COMPARED WITH STAYERS, LEAVERS IN BOTH OFFICES WERE CHARACTERIZED BY LOWER TENURE IN THE COMPANY, A HIGHER NEED FOR AUTONOMY AND A LOWER NEED FOR HARMAVOIDANCE. MIXED SUPPORT WAS FOUND FOR THE RELATIONSHIP BETWEEN TURNOVER AND EXTREME PERSONALITY CHARACTERISTICS HYPOTHESIZED BY PORTER AND STEERS (1973). SEVERAL SUGGESTIONS WERE MADE CONCERNING THE DIRECTION OF FUTURE RESEARCH ON TURNOVER. (AUTHOR)
NTIS: AD-A040 253/7ST NTIS PRICES PC A02/MF A01

1378 EMPLOYEE INFLATION 1975
MEE, J.F.
BUSINESS HORIZONS, VOL.18, NO.4, AUG 1975, P. 53-54.
COMPENSATION, COST BENEFIT ANALYSIS, ECONOMICS, EMPLOYMENT POLICY, GOVERNMENT - REGULATION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, LABOR FORCE, LAYOFF, MORALE, PRODUCTIVITY, PROFIT PERFORMANCE
UNPRODUCTIVE EMPLOYEES, EITHER INCOMPETENT OR UNWILLING, EMPLOYED AT THE WAGES OF COMPETENTS ARE PRODUCING EMPLOYEE INFLATION. EMPLOYERS NEED LEGISLATION AND GOVERNMENT SUPPORT TO CONTROL THIS.
MGMT: BH075H0053

1379 EMPLOYEE INFORMATION ENVIRONMENTS AND JOB SATISFACTION A CLOSER LOOK 18 AUG 77
HANSER, LAWRENCE M.
IOWA STATE UNIV., AMES. DEPT. OF PSYCHOLOGY.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-19-77-12
NOTES: FINAL REPT. 1 JAN-15 AUG 77 93P
JOB SATISFACTION, PERSONNEL MANAGEMENT, NTISLABPEU
A SURVEY OF PROFESSIONAL, SUPERVISORY, AND STAFF EMPLOYEES DETERMINED THAT THESE THREE GROUPS PERCEIVED DIFFERENCES IN THEIR RESPECTIVE WORK INFORMATION-ENVIRONMENTS. INFORMATION SOURCES INVESTIGATED WERE (1) THE FORMAL ORGANIZATION; (2) COWORKERS; (3) SUPERVISOR; (4) TASK; AND (5) PERSONAL FEELINGS. THESE SOURCES, WHICH PROVIDE INFORMATION TO EMPLOYEES CONCERNING WHAT THEIR TASK IS AND HOW WELL THEY ARE DOING IT, WERE RATED AS PROVIDING DIFFERENT AMOUNTS OF INFORMATION. FOR EXAMPLE, THE LEAST INFORMATIVE SOURCE WAS THE FORMAL ORGANIZATION. WHEN A PREFERRED ENVIRONMENT WAS DESCRIBED BY THESE EMPLOYEES, NO GROUP DIFFERENCES WERE FOUND. FINALLY, DIFFERENCES BETWEEN ACTUAL AND PREFERRED ENVIRONMENTS WERE FOUND TO BE RELATED TO JOB SATISFACTION, WITH THE PATTERN OF RELATIONS MODERATED BY GROUP MEMBERSHIP. IT WAS CONCLUDED THAT, MOST IMPORTANTLY, SUPERVISORS SHOULD BE ENCOURAGED TO PROVIDE EMPLOYEES WITH INFORMATION CLEARLY SPELLING OUT (1) AN EMPLOYEES RESPONSIBILITIES, AND (2) HOW WELL THOSE RESPONSIBILITIES ARE BEING MET.
NTIS: PB-273 901/9ST NTIS PRICES PC A05/MF A01

1380 EMPLOYEE PARTICIPATION IN COMPENSATION PLANNING 1976
BAYTOS, L.M.
COMPENSATION REVIEW, VOL.9, NO.2, 2ND QUARTER 1976, P. 25-34.
BEHAVIORAL SCIENCE, EMPLOYEE BENEFITS, EMPLOYEE COMPENSATION, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, INDUSTRIAL RELATIONS, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PERSONNEL MANAGEMENT, PLANNING, PRODUCTIVITY, PROFIT SHARING, RESOURCE ALLOCATION, SALARY ADMINISTRATION
EXPLORES PROMISING DEVELOPMENTS AND SOME SUCCESSFUL APPLICATIONS THAT DEMONSTRATE THE ADVANTAGES OF EMPLOYEE PARTICIPATION OVER TRADITIONAL METHODS OF COMPENSATION PLANNING. MARKETING-ORIENTED APPROACH TO COMPENSATION PLANNING TO MINIMIZE POSSIBILITY OF COSTLY

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1380 MISTAKES IS DISCUSSED. THE FUNDAMENTAL OBJECTIVE OF EMPLOYEE PARTICIPATION IS TO CHANNEL EXPENDITURES IN A WAY THAT BRINGS MAXIMUM EMPLOYEE SATISFACTION.
MGMT: CRE7630025

1381 EMPLOYEE PARTICIPATION IN SOLVING PRODUCTION PROBLEMS 1977
CURTIS, H.B.
THE PERSONNEL ADMINISTRATOR, VOL.22, NO.5, JUNE 1977, P. 33-36+.
BEHAVIORAL SCIENCE, MANAGEMENT, MORALE, PARTICIPATIVE MANAGEMENT, PRODUCTION POLICY, PRODUCTIVITY
DESCRIBES LITTON INDUSTRIES ADVANCED CIRCUITRY DIVISIONS EXPERIENCE WITH PARTICIPATIVE MANAGEMENT AS A MEANS OF IMPROVING MORALE AND PRODUCTIVITY. CREDITS THE USE OF STEP-BY-STEP MEETINGS WITH SUCCESSFUL ACHIEVEMENT OF GOALS.
MGMT: PA077F0033

1382 EMPLOYEE PERFORMANCE IN JAPANESE FIRMS: AN EXPLANATION 1976
MARSH, R.M.
ORGANIZATION AND ADMINISTRATIVE SCIENCES, VOL.7, NO.1-2, SPRING-SUMMER 1976, P. 89-105. BIBLIOG. 15
DECISION MAKING, EMPLOYEE RELATIONS, EMPLOYMENT POLICY, HUMAN RELATIONS, INDUSTRIAL RELATIONS, JAPAN, JOB PERFORMANCE, JOB SATISFACTION, MANAGEMENT, MANAGEMENT THEORY, MANUFACTURING, MULTIPLE REGRESSION, ORGANIZATIONAL THEORY, PERSONNEL MANAGEMENT, PRODUCTIVITY, STATISTICS
AN ATTEMPT IS MADE TO TEST ALTERNATIVE THEORIES OF ORGANIZATIONAL PERFORMANCE. CULTURAL-RELATIVIST THEORY, STRUCTURAL THEORY, AND HUMAN RELATIONS THEORY ARE DISCUSSED FOR TWO MANUFACTURING INDUSTRIES. ATTENDANCE, SUGGESTION MAKING THOUGHT, NUMBER OF SUGGESTIONS, AWARDS FOR SUGGESTIONS, AND PRODUCTION GOALS ARE THE PERFORMANCE EXAMINED USING REGRESSION.
MGMT: OAS7640089

1383 EMPLOYEE REACTIONS TO A FLEX-TIME PROGRAM: A LONGITUDINAL STUDY 1976
HOLLEY, W.H. JR.: ARMENAKIS, A.A.: FEILD, H.S. JR.
HUMAN RESOURCE MANAGEMENT, VOL.14, NO.4, WINTER 1976, P. 21-23. BIBLIOG. 5
EMPLOYEE BENEFITS, FLEXIBLE SCHEDULE, INDUSTRIAL RELATIONS, MANAGEMENT, MORALE, PRODUCTIVITY, WHITE COLLAR WORKER
REPORT ON A STUDY OF FLEXIBLE WORKING HOURS IN AN OFFICE ENVIRONMENT. TWO OBJECTIVES OF STUDY: 1. MEASURE DISPOSITIONS TOWARD FLEXITIME AND 2. DETERMINE IF THESE ATTITUDES REMAIN STABLE OVER TIME.
MGMT: HRM7640021

1384 EMPLOYEE REACTIONS TO THE FOUR-DAY WEEK 1975
HODGE, B.J.: TELLIER, R.D.
P. 25-30. BIBLIOG. 12
FOUR DAY WORK WEEK, INDUSTRIAL RELATIONS, JOB SATISFACTION, LABOR TURNOVER, MANAGEMENT, PRODUCTION, PRODUCTIVITY, SURVEY
THE FOUR-DAY WEEK, TESTED IN A NATIONWIDE SURVEY OF WORKERS IN SUCH A SYSTEM, RESULTS IN CONSIDERABLE AND UNIFORM SATISFACTION PRIMARILY BECAUSE OF EXTRA LEISURE TIME ATTAINED. CALIFORNIA MANAGEMENT REVIEW, VOL.18, NO.1, FALL 1975.
MGMT: CMR75R0025

1385 EMPLOYER EVALUATION FOR THE LAYOUT AND ERECTION OF AGRICULTURE POLE BUILDINGS, DAIRY EQUIPMENT AND MATERIALS HANDLING. FINAL REPORT. SEP 75
PASCH, ROONEY:AND OTHERS
SOUTHWEST WISCONSIN VOCATIONAL-TECHNICAL INST., FENNIMORE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.: WISCONSIN STATE BOARD OF VOCATIONAL, TECHNICAL, AND ADULT EDUCATION, MADISON.
NOTES: 348P.
BUILDING TRADES, CURRICULUM DEVELOPMENT, CURRICULUM EVALUATION, EMPLOYER ATTITUDES, ENTRY WORKERS, JOB SKILLS, JOB TRAINING, OCCUPATIONAL SURVEYS, TASK ANALYSIS, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, VOCATIONAL SCHOOLS, AGRICULTURAL BUILDING SERVICEMEN
TO MEET THE NEED FOR TRAINED PERSONNEL IN THE AGRICULTURE BUILDING INDUSTRY, AN AGRICULTURAL BUILDING SERVICEMAN PROGRAM WAS DEVELOPED TO PREPARE GRADUATES FOR ENTRY-LEVEL POSITIONS IN THIS EXPANDING FIELD. THE PURPOSE OF THE STUDY WAS TO EVALUATE AND IMPROVE THE CURRICULUM BY DETERMINING THE SPECIFIC JOB SKILLS REQUIRED. EMPLOYERS AND FORMER STUDENTS WERE SURVEYED VIA A MAILED QUESTIONNAIRE OR PERSONAL INTERVIEW. IN ADDITION TO MORE GENERAL QUESTIONS, EACH QUESTIONNAIRE INCLUDED A LIST OF OVER 50 SKILLS REQUIRED TO BUILD A POLE-TYPE STRUCTURE, AND RESPONDENTS WERE ASKED TO CHECK THE FREQUENCY OF USE OF EACH SKILL IN THE WORK SITUATION. RESULTS OF THE SURVEY ARE PRESENTED IN BOTH NARRATIVE AND TABULAR FORM. BOTH EMPLOYERS AND GRADUATES FELT THAT THE PRESENT CURRICULUM WAS ADEQUATE FOR ENTRY-LEVEL EMPLOYMENT. THE FOUR SKILLS LISTED WITHIN THE HIGHEST RANK ORDER BY BOTH EMPLOYERS AND GRADUATES WERE LOCATING CORNERS OF BUILDINGS, LEVELING CORNER POLES, LOCATING BUILDING LINES, AND TESTING CORNERS FOR SQUARENESS. STUDENTS FELT THAT THE GREATEST WEAKNESSES OF THE PROGRAM WERE THE NUMBER OF STUDENTS IN THE CLASS AND THE LENGTH OF THE COURSE. THE APPENDIX INCLUDES THE SURVEY COVER LETTER AND QUESTIONNAIRES. (RG)
ERIC: ED122128

1396 EMPLOYER HIRING PRACTICES AND ATTITUDES ABOUT THE EMPLOYMENT OF WOMEN. SUMMARY. 26
APR 65
VERMONT STATE DEPT. OF EMPLOYMENT SECURITY, MONTPELIER
NOTES: 13P.
WORKING WOMEN, EMPLOYMENT PRACTICES, FEMALES, LABOR TURNOVER, EQUAL OPPORTUNITIES (JOBS), EMPLOYER ATTITUDES, PERSONNEL POLICY, VERMONT
A SURVEY WAS CONDUCTED TO DETERMINE (1) CURRENT HIRING PRACTICES, (2) CRITERIA GOVERNING HIRING PRACTICES, (3) EMPLOYER ATTITUDES, AND (4) CHANGES WHICH HAVE OCCURRED IN RECENT YEARS AND FACTORS CAUSING THEM. VERMONT EMPLOYERS WERE FOUND TO BE PREJUDICED TOWARD THE EMPLOYMENT OF WOMEN. SOME EMPLOYERS HIRING POLICIES WERE GUIDED BY ADVERSE EXPERIENCE WITH A HIGH TURNOVER RATE OF WOMEN EMPLOYEES. THE NUMBER OF OCCUPATIONS IN WHICH WOMEN ARE PREFERRED HAS INCREASED IN RECENT YEARS. THE MAJOR LIMITATIONS TO JOB OPPORTUNITIES ARE INADEQUATE EDUCATION AND TRAINING. STATISTICS IN VERMONT SHOW THAT IN MARCH 1965 WOMEN AVERAGED 4.8 HOURS OF SICK LEAVE AND MEN AVERAGED 4.6. ALTHOUGH WOMEN ARE SHOWN TO HAVE LESS TURNOVER IN SOME INDUSTRIES, THE AVERAGE NUMBER OF QUITS FOR MEN PER 100 EMPLOYEES IS 1.49, WHEREAS THE RATE FOR WOMEN IS 2.88. A SUMMARY OF THE DEMANDS FOR WOMEN WORKERS AS COMPARED WITH THE DEMAND FOR MEN WORKERS IN LOCAL LABOR AREAS IS INCLUDED. THE PERCENT OF JOB ORDER THE INDUSTRIES, AND THE OCCUPATIONS MOST FREQUENTLY SPECIFYING SEX OF WORKERS ARE PRESENTED IN CHART FORM. (FP)
AIM/ARM: VT008240

1397 EMPLOYER MANPOWER PLANNING AND FORECASTING. 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 45P.
CASE STUDIES, ECONOMICS, EMPLOYERS, EMPLOYMENT PROJECTIONS, GUIDELINES, MANPOWER NEEDS, METHODS, MODELS, PLANNING, RESEARCH NEEDS, RESEARCH TOOLS
THIS MONOGRAPH SUMMARIZES A STUDY OF EMPLOYER ACTIVITIES IN REGARD TO MANPOWER PLANNING AND FORECASTING. WHILE THE STUDY DID NOT PURPORT TO COVER A REPRESENTATIVE SAMPLE OF FIRMS, IT DID IDENTIFY APPROACHES USED BY VARIOUS BUSINESSES WITHIN THE STATE OF MINNESOTA. THE FINDINGS OF THE STUDY ARE SUPPLEMENTED BY BIBLIOGRAPHICAL MATERIALS WHICH WILL ASSIST IN MAKING PRIVATE MANPOWER PLANNING MORE ADEQUATE. ALSO, AN ATTEMPT HAS BEEN MADE TO (1) GENERALIZE FROM THE SURVEY FINDINGS, (2) PROVIDE CASE EXAMPLES, (3) ANALYZE PROBLEMS ENCOUNTERED IN PLANNING, AND (4) DEVELOP SOME BASIC GUIDELINES FOR MANPOWER PLANNING BY INDIVIDUAL FIRMS. MAJOR SECTIONS OF THE MONOGRAPH ARE (1) THE CHARACTER OF MANPOWER PLANNING AD FORECASTING, (2) FORECASTING TECHNIQUES A REVIEW AND A MODEL, (3) THE MINNESOTA FORECAST SURVEY, (4) CASE EXAMPLES FROM THE MINNESOTA SURVEY, (5) PROBLEMS AND GUIDELINES FOR MICRO MANPOWER PLANNING, AND (6) RESEARCH NEEDS. A SELECTED BIBLIOGRAPHY OF 48 ITEMS ON MANPOWER PLANNING AND FORECASTING IN THE FIRM IS INCLUDED. (AUTHOR/JS)
ERIC: ED060195 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.39/3 19, $.50)

1398 EMPLOYER POLICIES IN A CHANGING LABOR MARKET. REPORT OF THE SAN FRANCISCO BAY AREA EMPLOYER POLICY SURVEY, 1967. JUL 69
GORDON, MARGARET S.:THAL-LARSEN, MARGARET
CALIFORNIA UNIV., BERKELEY. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 564P.
ADMINISTRATIVE POLICY, EMPLOYERS, EMPLOYMENT, EMPLOYMENT PROJECTIONS, INDUSTRIAL RELATIONS, LABOR MARKET, LABOR TURNOVER, PERSONNEL POLICY, PROMOTION (OCCUPATIONAL), RECORDS (FORMS), RECRUITMENT, SELECTION, SURVEYS, TABLES (DATA), TECHNOLOGICAL ADVANCEMENT, TRAINING, WAGES, SAN FRANCISCO BAY AREA
THE BAY AREA EMPLOYER POLICY SURVEY WAS DESIGNED TO GATHER COMPREHENSIVE DATA ON EMPLOYER POLICIES AND PRACTICES AND TO UNDERTAKE AN EXTENSIVE ANALYSIS OF VARIATIONS IN PRACTICES BY INDUSTRY SIZE AND OTHER CHARACTERISTICS. THE SAN JOSE METROPOLITAN AREA AND THE FIVE-COUNTY SAN FRANCISCO-OAKLAND AREA WERE INCLUDED IN THE STUDY. A SAMPLE OF 300 EMPLOYERS, REPRESENTING ABOUT 20 PERCENT OF ALL NONFARM WAGE AND SALARY WORKERS IN THE AREA, WAS DRAWN FROM A UNIVERSE OF ALL INDUSTRIAL ESTABLISHMENTS EMPLOYING 100 OR MORE PERSONS. INDIVIDUAL CHAPTERS EXAMINE THE FOLLOWING POLICY AREAS (1) EMPLOYMENT, (2) LOCATION OF INDUSTRY, (3) TECHNOLOGICAL CHANGE, (4) INDUSTRIAL RELATIONS STRUCTURE AND PERSONNEL DEPARTMENTS, (5) RECRUITMENT, (6) SELECTION PRACTICES, (7) PROMOTION, (8) LABOR TURNOVER, (9) WAGE POLICY AND WAGE DIFFERENTIALS, (10) TRAINING, AND (11) EMPLOYMENT PROJECTIONS. NUMEROUS TABLES AND THE BAY AREA EMPLOYER POLICY SURVEY ARE APPENDED. (BC)
ERIC: ED053255 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-188051, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

1399 EMPLOYER SERVICES ACTIVITIES AND MANPOWER POLICY. INTERIM REPORT. AUG 72
GIBLIN, EDWARD J.:LEVINE, LOUIS L.
APPLIED BEHAVIORAL RESEARCH, INC., GRAND RAPIDS, MICH.: MICHIGAN STATE DEPT. OF LABOR, DETROIT, MICHIGAN EMPLOYMENT SECURITY COMMISSION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 139P.
DEMONSTRATION PROJECTS, EMPLOYMENT SERVICES, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, RESEARCH PROJECTS
THIS MONOGRAPH IS AN OUTGROWTH OF A RESEARCH AND DEMONSTRATION PROJECT DESIGNED TO EXPERIMENT WITH TECHNIQUE FOR INCREASING THE QUANTITY AND QUALITY OF JOBS LISTED WITH A STATE EMPLOYMENT SERVICE BRANCH OFFICE IN ORDER TO CREATE THE POTENTIAL FOR INCREASED PLACEMENTS. THE PROJECTS BASIC APPROACH HAS BEEN TO IMPROVE THE QUALITY AND EXTENT OF

(CONT.)
1389 RELATIONS WITH EMPLOYERS. SECTIONS OF THE MONOGRAPH (1) PRESENT A RATIONALE AS TO WHY THE NATIONAL AND REGIONAL OFFICES MUST DIFFERENTIATE BETWEEN BASIC TYPES OF LOCAL OFFICES WHEN ISSUING EMPLOYER SERVICE PROGRAM GUIDELINES, (2) IDENTIFY AND SPECIFY THE ELEMENTS OF THE BASIC KINDS OF EMPLOYER SERVICE PROGRAMS PRESENTLY IN EXISTENCE, (3) IDENTIFY THE STEPS FOR A LOCAL OFFICE TO MOVE FROM ONE STAGE OF ITS EMPLOYER SERVICES TO A MORE ADVANCED STATE, AND (4) SUGGEST THE NECESSARY SUPPORT FOR A LOCAL OFFICE TO ACHIEVE A REASONABLE PROGRESSION TOWARD A MORE EFFECTIVE EMPLOYER SERVICES PROGRAM. (AUTHOR/SB)
ERIC: ED075549 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 211 993, MF $.95: HC $3.00)

1390 EMPLOYERS EXPERIENCE IN RETAINING HARD-CORE HIRES 1975
COHN, E.: LEWIS, N.V.
INDUSTRIAL RELATIONS, VOL.14, NO.1, FEB 1975, P. 55-62.
ABSENTEEISM, ECONOMICS, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, MANAGEMENT, POVERTY, UNEMPLOYMENT, UNIONS
EXAMINATION OF THE FACTORS DETERMINING SUCCESSFUL UTILIZATIONS OF EMPLOYEES FROM THE CONCENTRATED EMPLOYMENT PROGRAM-THE HARD CORE HIRES.
MGMT: IDR7500055

1391 EMPLOYERS RATING SCALE. APPENDIX F. JUL 71
FREEBERG, NORMAN E.:REILLY, RICHARD R.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 1P.
ATTITUDE TESTS, BEHAVIOR RATING SCALES, EMPLOYER ATTITUDES, JOB SKILLS, PERSONNEL EVALUATION, QUESTIONNAIRES, TASK PERFORMANCE, WORK ATTITUDES, NEIGHBORHOOD YOUTH CORPS
THIS RATING SCALE WAS COMPLETED BY EMPLOYERS WHO WERE CURRENTLY EMPLOYING OR WHO HAD PREVIOUSLY EMPLOYED NEIGHBORHOOD YOUTH CORPS PERSONNEL. SEE ALSO TM 000 865. (CK)
ERIC: ED056073 NOT AVAILABLE SEPARATELY: SEE TM 000 865

1392 THE EMPLOYERS ROLE IN THE TRANSITION OF YOUTH FROM SCHOOL TO WORK. A CONFERENCE REPORT SPR-SUM 73
NEW GENERATION:55:2 & 3:2-6
YOUTH EMPLOYMENT, EMPLOYMENT PROBLEMS, EMPLOYMENT PRACTICES, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL GUIDANCE, EMPLOYMENT TRENDS, CAREER EDUCATION, CAREER, CAREER PLANNING
SUMMATION OF THE PROCEEDINGS AT A CONFERENCE WHICH SOUGHT ANSWERS TO THE FOLLOWING QUESTIONS (1) WHAT ARE EMPLOYERS NOW DOING TO MEET THE PROBLEMS OF THE TRANSITION OF MANY YOUNG PEOPLE FROM SCHOOL TO WORK (2) WHAT ARE THESE EMPLOYERS ABLE AND WILLING TO DO IN THE FUTURE TO MEET THESE PROBLEMS (SB)
ERIC: EJ097198

1393 EMPLOYING NEW PERSPECTIVES ON JOBS AUG 76
BADGER, CHRISTINE C.
PARKS AND RECREATION:11:8:23,56
RECREATION, EMPLOYMENT OPPORTUNITIES, JOB PLACEMENT, OCCUPATIONAL INFORMATION, HUMAN SERVICES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, LEISURE TIME
THE NATIONAL RECREATION AND PARK ASSOCIATIONS OFFICE OF EDUCATION AND PROFESSIONAL SERVICES HAS DEVELOPED A PUBLICATION TITLED EMPLOY, DESIGNED TO ASSIST INDIVIDUALS IN THE PARKS AND RECREATION FIELD TO PREPARE FOR AND LOCATE OPPORTUNITIES FOR EMPLOYMENT. (JC)
ERIC: EJ155975

1394 EMPLOYING THE BLACK ADMINISTRATOR 1975
WILLIAMS, C.M.
PUBLIC PERSONNEL MANAGEMENT, VOL.4, NO.2, MARCH-APRIL 1975, P. 76-83, BIBLIOG. 34
BLACKS, CAREER DEVELOPMENT, CIVIL SERVICE, CORPORATIONS, EQUAL EMPLOYMENT OPPORTUNITY, EXECUTIVE, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGER, MINORITIES, PROMOTION, SUPERIOR SUBORDINATE RELATIONSHIP
BLACK ADMINISTRATORS IN UNITED STATES CORPORATE AND GOVERNMENT JOBS ARE FEW IN NUMBER. BLACK ADMINISTRATORS WILL CONTINUE TO MEET SOCIO-POLITICAL ADMINISTRATIVE PROBLEMS NOT TAUGHT IN BUSINESS SCHOOLS.
MGMT: PPM7540076

1395 EMPLOYING THE DISADVANTAGED INLAND STEELS EXPERIENCE. 69
CAMPBELL, RALPH
IN ISSUES IN INDUSTRIAL SOCIETY:V1 N1 P30-41 1969
BUSINESS RESPONSIBILITY, COMMUNITY SERVICE PROGRAMS, DISADVANTAGED YOUTH, GHETTOS, GOVERNMENT ROLE, INPLANT PROGRAMS, JOB TENURE, JOB TRAINING, LABOR SUPPLY, PRIVATE FINANCIAL SUPPORT, PROGRAM COSTS, STANDARDS, STEEL INDUSTRY, WORK ATTITUDES, CHICAGO, INLAND STEEL COMPANY
AMONG THE VARIOUS APPROACHES USED BY THE INLAND STEEL COMPANY IN TRAINING GHETTO YOUTH FOR JOBS, GREATEST PROMISE HAS BEEN SHOWN BY THE WORK EXPERIENCE AND TRAINING PROGRAM INITIATED IN 1965 AT THE JOSEPH T. RYERSON AND SON PLANT, AN INLAND SUBSIDIARY LOCATED IN THE LAWNDALE (WEST SIDE) AREA OF CHICAGO NEAR THE SCENE OF THE 1966 RIOTS. RESULTS MUST BE EVALUATED IN TERMS OF THREE CRITERIA (1) MEETING LABOR FORCE NEEDS OF THE COMPANY, (2) CONVERTING UNEMPLOYABLES INTO SUCCESSFUL JOB HOLDERS, AND (3) EFFICIENCY. RESULTS OF THIS EXPERIMENT WERE THAT THE RATIO OF RETENTIONS TO HIRES WAS DISAPPOINTING:

(CONT.)
1395 SUCCESS IN TRAINING THE HARD-CORE UNEMPLOYED WAS FAIR; AND THE COST WAS VERY HIGH. COMPLEX FACTORS MAY BE CAUSATIVE IN THE FAILURE OF SUCH PROGRAMS: (1) LENGTH AND TYPE OF TRAINING; (2) NATURE AND STATUS OF WORK PERFORMED; (3) INTERPERSONAL ENVIRONMENT OF THE WORKPLACE; (4) RELATIONSHIPS BETWEEN KEY PERSONNEL OF THE COMPANY AND RECRUITERS; AND (5) MOTIVATION AND ATTITUDES OF THE TRAINEES. THE OUTCOME OF THE APPROACHES USED BY INLAND SUGGESTS THAT MORE EXPERIMENTATION IS NEEDED, MORE INSIGHT, MORE SYMPATHETIC UNDERSTANDING, TIME, AND MONEY THAN INDUSTRY GENERALLY HAS BEEN ABLE OR WILLING TO PROVIDE UP TO THIS POINT. (SE)
ERIC: ED028372

1396 EMPLOYING THE DISADVANTAGED: LESSONS FROM THE PAST DECADE 1974
KOCH, J.L.
CALIFORNIA MANAGEMENT REVIEW, VOL.17, NO.1, FALL 1974, P. 68-77. BIBLIOG. 36
CAREER DEVELOPMENT, ECONOMICS, EMPLOYEE SERVICES, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, FEEDBACK, HIRING, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, JOB PERFORMANCE, JOB SECURITY, LABOR MARKET, MINORITIES, MOTIVATION, ORGANIZATIONAL DEVELOPMENT, POVERTY, RECRUITMENT, SALARY, SUPERVISION, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
EXAMINES THE LESSONS LEARNED FROM THE EXPERIENCES OF THE 1960S ON THE EMPLOYMENT AND RETENTION OF DISADVANTAGED PERSONS, OUTLINING SPECIFIC PROPOSITIONS ABOUT THIS EMPLOYMENT SITUATION.
MGMT: CHR74R0068

1397 EMPLOYING THE HARD-CORE INTERNAL ORGANIZATIONAL EFFECTS. 70
CHAMPAGNE, J. E.; AND OTHERS
HOUSTON UNIV., TEX. CENTER FOR HUMAN RESOURCES.
NOTES: 39P.
CONFLICT, DISADVANTAGED GROUPS, EMPLOYMENT PROBLEMS, GROUP STRUCTURE, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, ORGANIZATIONAL CLIMATE, SUPERVISION, UNEMPLOYED, VOCATIONAL ADJUSTMENT
THIS PAPER IS PRESENTED WITH THE HOPE THAT THOSE STUDYING OR DIRECTLY INVOLVED IN THE UTILIZATION OF HARD-CORE PERSONS IN EMPLOYMENT MAY GAIN INSIGHTS WHICH MAY MAKE THEIR TASKS EASIER AND MORE PRODUCTIVE. IT IS WRITTEN IN A READABLE AND NON-TECHNICAL NATURE AND INTEGRATES EXPERIENCES OF HARD-CORE UTILIZATION WITH ACCEPTED ORGANIZATION THEORY. EFFORTS WERE MADE TO KEEP THE PAPER TIMELY, RELEVANT, AND OF SUCH A NATURE AS TO LEAD TO ACTION. MAJOR SECTIONS OF THE PAPER ARE DEVOTED TO (1) SUPERVISING THE HARD-CORE, (2) GROUP STRUCTURE, (3) DEALING WITH INTERNAL CONFLICT, AND (4) ORGANIZATIONAL CLIMATE. (AUTHOR/JS)
ERIC: ED053326

1398 EMPLOYING THE HARD-CORE UNEMPLOYED. 69
JOHNSON, LAWRENCE A.
NOTES: 227P.; AMA RESEARCH STUDY 98
ATTITUDES, BIBLIOGRAPHIES, BUSINESS, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, ETHNIC GROUPS, FEDERAL PROGRAMS, FILMS, INDUSTRIAL TRAINING, INDUSTRY, ON THE JOB TRAINING, ORIENTATION, PROGRAM EVALUATION, RECRUITMENT, SUPERVISION, SUPERVISORY TRAINING, TESTING, UNEMPLOYED, UNSKILLED WORKERS
THIS RESEARCH STUDY IS PRESENTED AS AN INDICATION THAT THE HARD CORE UNEMPLOYED CAN BE EMPLOYED, AND PROFITABLY SO, BY BUSINESS AND INDUSTRY. ACCOUNTS ARE GIVEN OF HOW 43 COMPANIES ARE ORGANIZED TO WORK WITH THE HARD CORE UNEMPLOYED AND COACH THEIR FOREMEN AND SUPERVISORS. EMPHASIS IS PLACED ON FREQUENTLY ENCOUNTERED PROBLEMS AND ON HOW THE COMPANIES HAVE OVERCOME THEM. SPECIFIC GUIDANCE IS GIVEN ON IDENTIFYING, RECRUITING, TESTING, HIRING, TRAINING, MOTIVATING, AND SUPERVISING MEMBERS OF THE HARD CORE. EXPERIENCES AND ATTITUDES OF THE HARD CORE THEMSELVES ARE ALSO EXPLORED; THESE INCLUDE THE EFFECTS OF ALTERNATIVE COURSES OF ACTION IN PROGRAM PLANNING, AS WELL AS CANDID IMPRESSIONS OF THE PROGRAM AND THOSE WHO RUN THEM. THE APPENDIX CONTAINS A BIBLIOGRAPHY; KEY FEDERAL PROGRAMS; EXAMPLES OF COMPANIES ATTACKING URBAN PROBLEMS BY MEANS OTHER THAN JOB TRAINING OR MONEY CONTRIBUTIONS; AND FILMS ON PREJUDICE, DISADVANTAGED GROUPS, AND ACTION PROGRAMS. (LY)
ERIC: ED037609 AMERICAN MANAGEMENT ASSOCIATION, 135 W. 50TH ST., NEW YORK, N.Y. 10020 ($5.00)

1399 EMPLOYING YOUTH IN FARM OCCUPATIONS, SPECIAL PAPER NO. 26. APR 75
BOBBITT, J. FRANK; SHAPLEY, ALLEN E.
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS.
NOTES: 22P.
CHILD LABOR LEGISLATION, FARM OCCUPATIONS, LABOR LEGISLATION, MINIMUM WAGE LEGISLATION, SCHOOL ATTENDANCE LEGISLATION, STATE LEGISLATION, STATE STANDARDS, WORKMANS COMPENSATION, YOUTH EMPLOYMENT, HAZARDOUS OCCUPATIONS, MICHIGAN
FEDERAL AND STATE OF MICHIGAN REGULATIONS RELATED TO EMPLOYING YOUTH IN FARM OCCUPATIONS ARE PRESENTED IN THE DOCUMENT. ISSUES SUCH AS MINIMUM WAGE, MINIMUM AGE, HAZARDOUS OCCUPATIONS REGULATIONS, AND COMPULSORY EDUCATION REQUIREMENTS ARE COVERED AS WELL AS A LEGAL DEFINITION OF AGRICULTURE, SOCIAL SECURITY AND INCOME TAX REGULATIONS, AND SUPERVISION OF YOUTH IN FARM OCCUPATIONS. APPENDED IS A LIST OF DOCUMENTS ADDRESSING THESE ISSUES. (LJ)
ERIC: ED119775

1400 THE EMPLOYMENT ADJUSTMENT OF VETERANS WITH HISTORIES OF PSYCHOSISAND PSYCHONEUROSIS. TECHNICAL REPORT. JAN 63
COOPERMAN, IRENE G.;SONNE, THOMAS R.
VETERANS ADMINISTRATION, WASHINGTON, D.C. DEPT. OF VETERANS BENEFITS
NOTES: 58P.
SURVEYS, EMOTIONALLY DISTURBED, VOCATIONAL ADJUSTMENT, EMPLOYMENT, RESEARCH METHODOLOGY, TABLES (DATA), VETERANS, WORLD WAR II, KOREAN CONFLICT
WORLD WAR II AND KOREAN CONFLICT VETERANS WITH HISTORIES OF FUNCTIONAL PSYCHIATRIC CONDITIONS WERE SURVEYED TO DETERMINE EMPLOYMENT STATUS AND EMPLOYMENT ADJUSTMENT. THE STRATIFIED RANDOM SAMPLE OF 2,707 VETERANS, DRAWN FROM A POPULATION ESTIMATED TO NUMBER 290,000 WAS SIMILARLY DISTRIBUTED ON THE VARIABLES OF MILITARY SERVICE PERIOD, AGE PSYCHOSIS-PSYCHONEUROSIS CLASSIFICATION, AND SEVERITY OF IMPAIRMENT AS MEASURED BY PERCENTAGE DISABILITY RATING. IN LINE WITH THE OBJECTIVES OF THE STUDY, 355 VETERANS KNOWN NOT TO BE EMPLOYED WERE ELIMINATED FROM THE SAMPLE. OF THE REMAINING 2,352 VETERANS, DATA WERE COLLECTED BY QUESTIONAIRE FROM 1,819 OR 77.3 PERCENT. THE FINDINGS REVEALED THAT SEVEN OF EVERY 10 VETERANS IN THE SAMPLE WERE EMPLOYED 84 PERCENT WERE EMPLOYEES AND 16 PERCENT WERE SELF-EMPLOYED. ALSO, SATISFACTORY JOB ADJUSTMENT WAS BEING MADE BY 90 PERCENT OF THE SAMPLE 35 PERCENT WERE CONSIDERED TO BE BOTH SATISFACTORILY ADJUSTED AND ADVANCING ON THE JOB: 55 PERCENT WERE MAKING A SATISFACTORY ADJUSTMENT BUT NOT ADVANCING. THE DEGREE OF VOCATIONAL ADJUSTMENT ACHIEVED BY THESE VETERANS PROVIDES A BASIS FOR QUESTIONING THE VALIDITY OF ANY NEGATIVE STEREOTYPED VIEW REGARDING THE VOCATIONAL POTENTIAL OF PERSONS WITH HISTORIES OF FUNCTIONAL PSYCHIATRIC CONDITIONS. A PUBLICATION OF 337 RELATED CASE BRIEFS IS AVAILABLE AS VT 004 837 (ALSO IN THIS ISSUE). (CH)
AIM/ARM: VT001967 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($.25).

1401 AN EMPLOYMENT AGENCY MODEL FOR PROVIDING JOB INFORMATION TO RURAL DISADVANTAGED POPULATIONS. FINAL REPORT. SEP 75
BONNER, HAROLD S.
PRAIRIE VIEW A AND M UNIV., TEX. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1686
NOTES: 49P.
DATA COLLECTION, ECONOMICALLY DISADVANTAGED, EMPLOYER ATTITUDES, EMPLOYMENT SERVICES, GRADUATE SURVEYS, JOB PLACEMENT, OCCUPATIONAL SURVEYS, RESEARCH PROJECTS, RURAL AREAS, VOCATIONAL FOLLOWUP, TEXAS
THE PURPOSE OF THE ONE-YEAR STUDY WAS TO DETERMINE THE ABILITY OF PUBLIC AND PRIVATE EMPLOYMENT AGENCIES TO MEET THE JOB PLACEMENT AND EDUCATIONAL NEEDS OF VOCATIONALLY TRAINED, DISADVANTAGED INDIVIDUALS LIVING IN THREE RURAL TEXAS COUNTIES. THE OVERALL GOAL WAS TO DEVELOP AN EFFECTIVE SYSTEM THAT WOULD ALLOW FOR THE CONTINUOUS PLACEMENT OF THESE INDIVIDUALS IN MEANINGFUL JOBS. THE INVESTIGATION INVOLVED COLLECTION OF DATA FROM THREE GROUPS VOCATIONAL EDUCATION GRADUATES, PUBLIC AND PRIVATE EMPLOYMENT AGENCIES, AND EMPLOYERS OR POTENTIAL EMPLOYERS OF THE VOCATIONALLY TRAINED POPULATION. QUESTIONNAIRE SURVEYS OF STRATIFIED RANDOM SAMPLES OF GRADUATES AND EMPLOYERS RESULTED IN AN ANALYSIS OF 300 GRADUATES AND 72 EMPLOYER QUESTIONNAIRES. ALL AVAILABLE EMPLOYMENT SERVICES WERE CONTACTED. RESULTS OF THE STUDY SHOWED THAT FACTORS AFFECTING THE EMPLOYMENT OF THE VOCATIONALLY TRAINED WERE LACK OF TRANSPORTATION, INADEQUATE VOCATIONAL PREPARATION, LACK OF WORK EXPERIENCE, INADEQUATE PAY, AND UNWILLINGNESS TO RELOCATE. EMPLOYMENT AGENCIES WERE FOUND TO BE NOT EFFECTIVE IN JOB PLACEMENT, GENERALLY BECAUSE THEY WERE NOT READILY AVAILABLE TO THE COMMUNITY. RECOMMENDATIONS WERE MADE FOR MEETING THE JOB PLACEMENT NEEDS OF THE POPULATION STUDIED. THE REPORT INCLUDES A BIBLIOGRAPHY. APPENDIXES CONTAIN THE SURVEY INSTRUMENTS AND A MAP SHOWING PLACEMENT OF EMPLOYMENT SERVICES IN THE AREA. (AUTHOR/RG)
ERIC: ED124766

1402 AN EMPLOYMENT ANALYSIS OF DEAF WORKERS IN TEXAS. 72
TEXAS EDUCATION AGENCY, AUSTIN. DEPT. OF OCCUPATIONAL AND TECHNICAL EDUCATION.; TEXAS SCHOOL FOR THE DEAF, AUSTIN. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 79P.
DEAF, DEAF EDUCATION, DEAF RESEARCH, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, GRADUATE SURVEYS, LABOR FORCE, OCCUPATIONAL SURVEYS, PHYSICALLY HANDICAPPED, TEXAS
PRESENTED IN THIS REPORT ARE THE RESULTS OF A STUDY CONDUCTED BY THE TEXAS SCHOOL FOR THE DEAF TO DETERMINE THE OUTCOME OF DEAF STUDENTS AS A RESULT OF THEIR EDUCATIONAL EXPERIENCES, AS WELL AS TO GATHER OCCUPATIONAL INFORMATION ABOUT DEAF WORKERS. OF A TOTAL OF 410 PERSONS WHO LEFT THE SCHOOL BETWEEN SEPTEMBER 1965 AND MAY 1970 AT THE AGE OF 14 OR OLDER, INFORMATION WAS COLLECTED FROM 331. WHEN ANALYZED, THE DATA REVEALED THESE FINDINGS (1) 54 PERCENT OF THE RESPONDENTS WERE ENGAGED IN WIDESPREAD OCCUPATIONAL ENDEAVORS; (2) 7 PERCENT WERE FULL-TIME HOUSEWIVES; (3) 14 PERCENT WERE STUDENTS; AND (4) THE REMAINING 25 PERCENT WERE NEITHER HOUSEWIVES, STUDENTS, OR WORKERS, AND NOT ALL WERE INTERESTED IN EMPLOYMENT; IN FACT, 21 PERCENT WERE FOUND TO BE UNEMPLOYED. WELL OVER HALF OF THE STUDENTS WHO LEFT THE SCHOOL RECEIVED SOME SUBSEQUENT FORMAL TRAINING AND WERE WORKING IN FIELDS AND POSITIONS FOR WHICH THEY WERE TRAINED. (SN)
AIM/ARM: VT017567

1403 EMPLOYMENT AND ADDICTION PERSPECTIVES ON EXISTING BUSINESS AND TREATMENT PRACTICES AUG 72
GOLDENBERG, I. IRA
HARVARD UNIV., CAMBRIDGE, MASS. GRADUATE SCHOOL OF EDUCATION.

(CONT.)
1403 GRANT NO. OL-92-25-71-05
NOTES: FINAL REPT. JUN 71-JUN 72 192P
LABOR RELATIONS, DRUG ADDICTION, INDUSTRIAL RELATIONS, DRUGS, DRUG ABUSE, EMPLOYER ATTITUDES, DRUG USERS
THE OVERALL PURPOSE OF THE STUDY WAS TO ASSESS AND ANALYZE EXISTING BUSINESS PRACTICES CONCERNING DRUG USE BY EMPLOYEES AND RELATED EMPLOYER RELATIONSHIPS WITH MANPOWER AND DRUG ADDICTION CONTROL AGENCIES. A SURVEY WAS UNDERTAKEN OF THE PRACTICES OF BOTH EMPLOYERS AND DRUG TREATMENT PROGRAMS WITH RESPECT TO THE EMPLOYMENT NEEDS OF DRUG USERS AND EX-USERS, AND QUESTIONNAIRES WERE ADMINISTERED TO EMPLOYERS, DRUG PROGRAM PERSONNEL AND DRUG USERS. IN ADDITION TO THE SURVEY AND QUESTIONNAIRE DATA, A COMPREHENSIVE REVIEW OF THE RELEVANT LITERATURE IS PRESENTED WITH BIBLIOGRAPHY.
NTIS: PB-211 650 NTIS PRICES PC$6.00/MF$0.95

1404 EMPLOYMENT AND ADDICTION PERSPECTIVES ON EXISTING BUSINESS AND TREATMENT PRACTICES. FINAL REPORT. AUG 72
GOLDENBERG, I. IRA
HARVARD UNIV., CAMBRIDGE, MASS. GRADUATE SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 192P.
ATTITUDES, BUSINESS ADMINISTRATION, DRUG ABUSE, DRUG ADDICTION, EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, MEDICAL TREATMENT, PERSONNEL SELECTION, REHABILITATION, REHABILITATION PROGRAMS, VOCATIONAL REHABILITATION
TO ASSESS AND ANALYZE EXISTING BUSINESS PRACTICES CONCERNING DRUG USE BY EMPLOYEES AND RELATED EMPLOYER RELATIONSHIPS WITH MANPOWER AND DRUG ADDICTION CONTROL AGENCIES, A SURVEY WAS TAKEN OF THE PRACTICES OF BOTH EMPLOYERS AND DRUG TREATMENT PROGRAMS WITH RESPECT TO THE EMPLOYMENT NEEDS OF DRUG USERS AND EXUSERS. TO OBTAIN RESULTS, QUESTIONNAIRES WERE ADMINISTERED TO EMPLOYEES, DRUG PROGRAM PERSONNEL, AND DRUG USERS. FINDINGS INCLUDE (1) DRUG PROGRAMS DO NOT SEE VOCATIONAL TRAINING OR JOB PLACEMENT AS PLAYING AN IMPORTANT ROLE IN THE REHABILITATIVE PROCESS, AND (2) EMPLOYERS ARE ACTIVELY EXCLUDING PEOPLE WITH A HISTORY OF DRUG PROBLEMS FROM THE LABOR FORCES. SUPPLEMENTING THE SURVEY AND QUESTIONNAIRE DATA IS A COMPREHENSIVE REVIEW OF THE RELEVANT LITERATURE AND AN ACCOMPANYING BIBLIOGRAPHY. (AUTHOR/SN)
ERIC: ED074295 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 211 650, MF $.95: HC $3.00)

1405 EMPLOYMENT AND EARNINGS UNITED STATES, 1909-1972 1973
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C.
PAPER COPY AVAILABLE FROM GPO $6.40 AS L2.3 1329-9.
NOTES: BULLETIN (ANNUAL). 750P
EMPLOYMENT, UNITED STATES, EARNINGS, STATISTICAL DATA, WEEKLY EARNINGS, HOURLY EARNINGS, HOURS OF WORK, JOB VACANCIES, LABOR TURNOVER, MONTHLY SUMMARIES, BLS
THE VOLUME CONTAINS MONTHLY AND ANNUAL AVERAGES ON EMPLOYMENT COVERING ALL EMPLOYEES, WOMEN, AND PRODUCTION OR NONSUPERVISORY WORKERS. ALSO SHOWN ARE AVERAGE WEEKLY AND HOURLY EARNINGS, AVERAGE WEEKLY AND OVERTIME HOURS, JOB VACANCIES, AND LABOR TURNOVER RATES. SEASONALLY ADJUSTED DATA ARE PRESENTED FOR A NUMBER OF THESE SERIES AS WELL AS INDEXES OF AGGREGATE WEEKLY MAN-HOURS AND PAYROLLS. TABLES ON SPENDABLE AVERAGE WEEKLY EARNINGS AND AVERAGE HOURLY EARNINGS, EXCLUDING OVERTIME, ARE FEATURED ALSO. DATA ARE BASED ON ESTABLISHMENT RECORDS COMPILED EACH MONTH FROM MAIL QUESTIONAIRES PREPARED BY BLS, IN COOPERATION WITH STATE AGENCIES. THE DATA RELATE TO ALL WORKERS, FULL- OR PART-TIME, WHO RECEIVED PAY DURING THE PAYROLL PERIOD.
NTIS: PB-224 191/7 NTIS PRICES PC-GPO/MF$1.45-NTIS

1406 EMPLOYMENT AND EDUCATIONAL SERVICES IN THE MOBILIZATION FOR YOUTH EXPERIENCE. 69
WEISSMAN, HAROLD H., ED.
NATIONAL BOARD OF YOUNG MENS CHRISTIAN ASSOCIATION, NEW YORK, N.Y.
NOTES: 223P.
COMMUNITY DEVELOPMENT, EDUCATIONAL INNOVATION, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, GUIDANCE PROGRAMS, JOB PLACEMENT, JOB TRAINING, PARENT EDUCATION, POVERTY PROGRAMS, PUERTO RICANS, REMEDIAL INSTRUCTION, SCHOOL COMMUNITY RELATIONSHIP, TEACHING QUALITY, URBAN YOUTH, VOCATIONAL COUNSELING, MOBILIZATION FOR YOUTH, NEW YORK CITY
THIS IS ONE OF FOUR VOLUMES CONSTITUTING AN INTELLECTUAL HISTORY OF A PIONEER INNER CITY YOUTH PROJECT MOBILIZATION FOR YOUTH, A MULTI-DISCIPLINE SOCIAL AGENCY IN NEW YORKS LOWER EAST SIDE PUERTO RICAN SLUM, GEARED TO DEMONSTRATION, RESEARCH, AND SOCIAL ACTION IN ERADICATING POVERTY AND ATTENDANT ILLS. IT OFFERS INSIGHTS INTO THE TECHNIQUES WHICH ACCOUNT FOR THE SUCCESSES AND FAILURES IN THE FIELDS COVERED. TOPICS DISCUSSED CENTER ON THE FOCI OF EMPLOYMENT AND EDUCATIONAL OPPORTUNITIES INCLUDING (1) TRAINEE PROCESSING: (2) VOCATIONAL COUNSELING: (3) REMEDIAL EDUCATION: (4) JOB PLACEMENT: (5) PARENT EDUCATION PROGRAMS: (6) SCHOOL COMMUNITY RELATIONS: (7) GUIDANCE PROGRAMS: (8) IMPROVEMENT IN THE QUALITY OF TEACHING: AND (9) EDUCATIONAL INNOVATION THE CASE OF AN EXTERNAL INNOVATION ORGANIZATION. (DM)
ERIC: ED034130 ASSOCIATION PRESS, 291 BROADWAY, NEW YORK, N.Y. 10007 ($4.95)

1407 EMPLOYMENT AND EXPORTS, 1963-72 AUG 73
ELDRIDGE, DONALD P.:SAUNDERS, NORMAN C.
MONTHLY LABOR REVIEW:96:8:16-27
EXPORTS, EMPLOYMENT PATTERNS, OCCUPATIONAL SURVEYS, AGRICULTURAL OCCUPATIONS, MANPOWER NEEDS, JOB MARKET, EMPLOYMENT STATISTICS
JOBS RELATED TO AGRICULTURAL EXPORTS FLUCTUATED OVER THE PERIOD 1963-72, WHILE OTHER

(CONT.)
1407 EXPORT-RELATED JOBS GENERALLY ROSE STEADILY. (EDITOR)
ERIC: EJ083704

1408 EMPLOYMENT AND INFLATION 1977
RAYMAN, R.A.
ACCOUNTANCY, VOL.88, NO.1005, MAY 1977, P. 91-92.
ECONOMIC THEORY, ECONOMICS, INFLATION, SOCIAL CONTRACT, TAX REFORM, UNEMPLOYMENT
STABLE PRICES AND FULL EMPLOYMENT ARE NOT NECESSARILY CONTRADICTORY. INSTEAD OF TAXING INCOME, TAXES SHOULD BE LEVIED ON CONSUMPTION TO ENCOURAGE INVESTMENT AND THEREFORE INCREASE EMPLOYMENT.
PGMT: ACC77E0091

1409 EMPLOYMENT AND RETIREMENT PROGRAMS OF THE CHICAGO MAYORS OFFICE FOR SENIOR CITIZENS F 76
OLIVER, ANDREE;AND OTHERS
INDUSTRIAL GERONTOLOGY;3;4;223-231
SENIOR CITIZENS, RETIREMENT, PLANNING, EMPLOYMENT PROGRAMS, GOVERNMENT ROLE, COMMUNITY SERVICE PROGRAMS, FEDERAL LEGISLATION, EQUAL OPPORTUNITIES (JOBS), MAYORS OFFICE FOR SENIOR CITIZENS, MOSC, ILLINOIS (CHICAGO), ILLINOIS
REVIEWS THE PROGRAMS DEVELOPED BY OR THROUGH THE MAYORS OFFICE FOR SENIOR CITIZENS (MOSC) TO MEET THE WORK RELATED NEEDS OF OLDER PERSONS; ALSO COVERS ACTIVITIES OF MOSC AND FUTURE DIRECTIONS OF PLANS FOR IMPROVING EMPLOYMENT OPPORTUNITIES FOR OLDER ADULTS. (ML)
ERIC: EJ154542

1410 EMPLOYMENT AND TRAINING PROBLEMS IN NEW FACTORIES. 69
INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND).
NOTES: 154P.; CIRF MONOGRAPHS, NO. 3
EMPLOYMENT PATTERNS, INDUSTRIAL TECHNOLOGY, INDUSTRIAL TRAINING, INNOVATION, JOB SKILLS, JOB TRAINING, LABOR FORCE, ON THE JOB TRAINING, PLANNING, RECRUITMENT, SELECTION, SKILLED WORKERS, TRAINING TECHNIQUES, WORKING WOMEN
DOES MANAGEMENT IN NEWLY ESTABLISHED FACTORIES USING HIGHLY ADVANCED TECHNOLOGY MEET SPECIAL PROBLEMS IN RECRUITMENT AND TRAINING OF THEIR WORKERS ARE THE TRADITIONAL TRAINING SYSTEMS SUPPLYING THE SKILLED MANPOWER REQUIRED FOR RUNNING HIGHLY SOPHISTICATED PLANTS THESE WERE THE BASIC QUESTIONS ASKED WHEN THE PRESENT STUDY WAS STARTED IN SEVEN EUROPEAN COUNTRIES. INFORMATION WAS GATHERED BY QUESTIONNAIRE ENQUIRIES MADE THROUGH DIRECT INTERVIEW WITH SENIOR MANAGEMENT STAFF, FOREMEN, AND WORKERS IN 29 FACTORIES. THE MONOGRAPH PROVIDES AN ANALYTICAL STUDY OF THE OPINIONS EXPRESSED ABOUT THE IMPACT ON RECRUITMENT AND TRAINING PRACTICES OF THE INTRODUCTION OF NEW TECHNOLOGY. IT DESCRIBES IN SOME DETAIL THE OBSERVATIONS MADE DURING VISITS IN THE SEVEN COUNTRIES AS TO HOW RECRUITMENT AND TRAINING HAVE BEEN CARRIED OUT WHEN NEW FACTORIES USING ADVANCED TECHNOLOGY HAVE BEEN PUT INTO OPERATION. IT CONCLUDES WITH A DISCUSSION OF THE METHODS USED IN THE INQUIRY AND OF THE RESULTS OBTAINED. A SELECT BIBLIOGRAPHY OF RECENT LITERATURE ON THE SUBJECT IS INCLUDED. (AUTHOR/ET)
ERIC: ED047258

1411 EMPLOYMENT AND TRAINING PROGRAMS FOR OFFENDERS. A GUIDE FOR PRIME SPONSORS UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973. ET HANDBOOK NO. 341. JUL 77
GILDENHORN, MARJORIE
PLANNING AND HUMAN SYSTEMS, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 278P.
ANNOTATED BIBLIOGRAPHIES, CORRECTIONAL EDUCATION, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FINANCIAL SUPPORT, GLOSSARIES, GUIDELINES, JOB TRAINING, MANPOWER DEVELOPMENT, PRISONERS, PROGRAM DESIGN, PROGRAM EVALUATION, PROGRAM GUIDES, PROGRAM PLANNING
THIS TECHNICAL ASSISTANCE GUIDE FOR OFFENDER PROGRAMS IS A GUIDEBOOK TO BE USED BY CETA (COMPREHENSIVE EMPLOYMENT AND TRAINING ACT) PRIME SPONSORS, STATE MANPOWER SERVICE COUNCILS, STATE MANPOWER PLANNING COUNCILS, AND DEPARTMENT OF LABOR (DOL) REGIONAL STAFF CONCERNED ABOUT OFFENDERS AND INTERESTED IN DEVELOPING EMPLOYMENT AND TRAINING PROGRAMS FOR THEM. THERE ARE TWO PARTS. PART I CONTAINS FOUR CHAPTERS THAT PROVIDE BACKGROUND INFORMATION ON (1) PAST AND PRESENT DOL OFFENDER PROGRAMS, (2) THE OFFENDER (STATISTICS ON THE TOTAL OFFENDER POPULATION, CHARACTERISTICS OF THE OFFENDER, HOW SOCIETY VIEWS THE OFFENDER, AND DOL OFFENDER TARGET GROUPS), (3) CETA AND THE CRIMINAL JUSTICE SYSTEM, AND (4) BARRIERS TO EMPLOYMENT OF OFFENDERS, PARTICULARLY EFFORTS TO REMOVE LEGAL AND ATTITUDINAL BARRIERS. PART II IS A PROGRAM REFERENCE GUIDE WITH THREE CHAPTERS (1) FUNDING, PROGRAM COMPONENTS, AND STAFFING OF CETA PROGRAMS FOR OFFENDERS, (2) STRATEGIC AND OPERATIONAL PROGRAM PLANNING, AND (3) PROGRAM ASSESSMENT (TARGETS, CRITERIA, COST EFFECTIVENESS, TECHNIQUES, ETC.). APPENDIXES CONTAIN A THREE-PART BIBLIOGRAPHY (ANNOTATIONS OF SELECTED REFERENCE MATERIALS, A SUBJECT-MATTER BIBLIOGRAPHY, AND AN ALPHABETICAL LISTING OF REFERENCES AND RESOURCES) AND TWO GLOSSARIES (ONE CONTAINING A LIST OF TERMS AND DEFINITIONS RELATED TO THE CRIMINAL JUSTICE SYSTEM AND ONE OF SELECTED CON LANGUAGE). A CROSS-REFERENCED INDEX TO THE GUIDE IS ALSO INCLUDED. (JT)
ERIC: ED143847

1412 EMPLOYMENT AND TRAINING REPORT OF THE PRESIDENT. 76
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.; EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 392P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT OF ORIGINAL DOCUMENT; TABLES

(CONT.)

1412 MAY BE MARGINALLY LEGIBLE ON MICROFICHE
APPRENTICESHIPS, CONSTRUCTION INDUSTRY, ECONOMIC RESEARCH, EMPLOYMENT, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, FEDERAL PROGRAMS, HISTORICAL REVIEWS, JOB TRAINING, LABOR FORCE, LABOR MARKET, MANPOWER DEVELOPMENT, PRODUCTIVITY, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, UNITED STATES EMPLOYMENT SERVICE, WORK INCENTIVE PROGRAM
THE DEPARTMENT OF LABORS ANNUAL REPORT ON EMPLOYMENT AND TRAINING REQUIREMENTS, RESOURCES, AND UTILIZATION AND THE DEPARTMENT OF HEALTH, EDUCATION, AND WELFARES ANNUAL REPORT ON FACILITIES UTILIZATION AND EMPLOYMENT AND TRAINING PROGRAM COORDINATION ARE MAJOR CONTENTS OF THIS REPORT. CHAPTER I GAUGES THE IMPACT OF THE YEARS KEY ECONOMIC TRENDS ON PRODUCTIVITY, WAGE RATES AND EARNINGS, AND EMPLOYMENT AND UNEMPLOYMENT, INCLUDING CHANGES IN THE LABOR MARKET SITUATION OF MAJOR DEMOGRAPHIC, OCCUPATIONAL, AND INDUSTRIAL GROUPS. CHAPTER II PRESENTS A DISCUSSION OF THE HISTORY OF THE UNEMPLOYMENT INSURANCE PROGRAM, THE MAJOR PROBLEMS THAT BESET IT DURING FISCAL 1975 AS A RESULT OF THE RECESSION, AND SOME OF THE MAJOR POLICY ISSUES THAT HAVE ARISEN IN PART BECAUSE OF THE UNUSUAL STRAIN ON THE PHYSICAL AND FINANCIAL CAPACITY OF THE SYSTEM IN THAT YEAR. CHAPTER III EXAMINES SPECIAL ATTRIBUTES OF THE BUILDING TRADES ECONOMICS OF THE CONSTRUCTION INDUSTRY, THE LABOR FORCE, WAGES AND BENEFITS, OPERATION OF CONSTRUCTION LABOR MARKETS, AND EQUAL EMPLOYMENT OPPORTUNITY IN CONSTRUCTION. CHAPTER IV REVIEWS IN DETAIL THE FIRST FULL YEAR OF OPERATIONS OF THE COMPREHENSIVE EMPLOYMENT TRAINING ACT (CETA). CHAPTER V DISCUSSES OTHER NATIONAL DEVELOPMENTS INCLUDING THE WORK INCENTIVE PROGRAM (WIN), THE U.S. EMPLOYMENT SERVICE, AND APPRENTICESHIP PROGRAMS. CHAPTER VI, TWO HUNDRED YEARS OF WORK IN AMERICA, IS A REVIEW FOCUSING ON FOUR TOPICS THE WORKERS , THE CHANGING NATURE OF WORK, EARNINGS FROM WORK, AND WORK AND SECURITY. ALSO INCLUDED IS THE REPORT ON VETERANS SERVICES (EMPLOYMENT AND UNEMPLOYMENT, EMPLOYMENT AND TRAINING SERVICES, AND OUTLOOK) AND STATISTICAL APPENDIXES. (ML)
ERIC: ED138718 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 029-000-00254-1, CATALOG NUMBER L-1.42-2 976, $5.20)

1413 EMPLOYMENT AND UNEMPLOYMENT IN THE FIRST HALF OF 1975 1975
KLEIN, D.P.
+U.S., MONTHLY LABOR REVIEW, VOL.98, NO.8, AUG 1975, P. 11-13. BIBLIOG. 2
HUMAN RESOURCE DEVELOPMENT, INDEX, LABOR FORCE, LABOR MARKET, LABOR TURNOVER, LAYOFF, MINORITIES, RECESSION, UNEMPLOYMENT, WOMEN IN BUSINESS
RISES IN UNEMPLOYMENT DURING THE FIRST HALF OF 1975 AFFECTED ALL OCCUPATIONAL AND DEMOGRAPHIC GROUPS. DISCOURAGED WORKERS WERE AFFECTED MOSTLY BY THE JOB MARKET RATHER THAN PERSONAL FACTORS.
MGMT: UML75H0011

1414 EMPLOYMENT AND UNEMPLOYMENT IN 1976 1977
BEDNARZIK, R.W.; ST. MARIE S. M.
MONTHLY LABOR REVIEW (U.S.), VOL.100, NO.2, FEB 1977, P. 3-13.
ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, PUBLIC ADMINISTRATION, UNEMPLOYMENT
1976 EMPLOYMENT STATISTICS AND TRENDS ARE PRESENTED AND DISCUSSED. AN INCREASING EMPLOYMENT PERIOD IS SEEN FOLLOWED BY THE REVERSE TREND.
MGMT: UML7730003

1415 EMPLOYMENT AND UNEMPLOYMENT IN 1976. SPECIAL LABOR FORCE REPORT 199. FEB 77
BEDNARZIK, ROBERT W.;ST. MARIE, STEPHEN M.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 34P.; REPRINT FROM MONTHLY LABOR REVIEW (FEBRUARY 1977) ; NOT AVAILABLE IN HARD COPY DUE TO TYPE SIZE OF ORIGINAL DOCUMENT
AGE DIFFERENCES, BLACKS, CAUCASIANS, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, INDUSTRY, LABOR FORCE, OCCUPATIONS, RACIAL DIFFERENCES, SEX DIFFERENCES, SPANISH AMERICANS, STATISTICAL DATA, TABLES (DATA), UNEMPLOYED, UNEMPLOYMENT, VETERANS
CHANGES IN EMPLOYMENT AND UNEMPLOYMENT IN 1976, PRESENTED THROUGH THE USE OF STATISTICAL DATA IN TABULAR AND CHART FORMS, IS THE FOCUS OF THIS REPORT. PROTECTION FOR THE UNEMPLOYED, LABOR FORCE TRENDS, AND PERSONS OF SPANISH ORIGIN ARE ALSO DISCUSSED UNDER SEPARATE MINOR HEADINGS. UNDER THE SECTION ON EMPLOYMENT, THE FOLLOWING SUBSECTIONS ARE COVERED OCCUPATION, INDUSTRY, TURNOVER, AND HOURS OF WORK. AREAS COVERED UNDER THE UNEMPLOYMENT SECTION ARE BLACK-WHITE DIFFERENCES, SEX AND AGE, REASON FOR UNEMPLOYMENT, AND DURATION OF UNEMPLOYMENT. THE MAJOR PORTION OF THIS DOCUMENT IS COMPOSED OF 47 TABLES PRESENTING HOUSEHOLD DATA (44 TABLES) AND ESTABLISHMENT DATA (3 TABLES) ON EMPLOYMENT/UNEMPLOYMENT (LISTED BY RACE, SEX, AND AGE) FOR THE 1976 AND 1975-76 PERIODS. (SH)
ERIC: ED142723

1416 EMPLOYMENT AND WAGE EFFECTS OF THE WIN TAX CREDIT 30 NOV 72
CRANDALL, ROBERT W.;MACRAE, C. DUNCAN;VAP, LORENE Y. L.
URBAN INST., WASHINGTON, D.C. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. L-73-4
NOTES: FINAL REPT. AUG 72-MAY 73 34P
ECONOMIC SURVEYS, EMPLOYMENT, UNSKILLED WORKERS, WORK INCENTIVE PROGRAM, AID TO FAMILIES WITH DEPENDENT CHILDREN, TAX CREDIT, LABOR MARKET, SUBSIDIES, NTISLABASP
THE WORK INCENTIVE (WIN) TAX CREDIT IS DESCRIBED AND AN ALGORITHM FOR CALCULATING THE

(CONT.)
1416 EFFECTIVE SUBSIDY RATE IS PROVIDED. A HYPOTHESIS IS ADVANCED OF THE OPERATION OF THE TAX-CREDIT IN LOW-SKILL LABOR MARKETS. THE RESULTS OF AN ECONOMETRIC ANALYSIS OF THE MARKET FOR LOW-SKILL LABOR ARE REVIEWED AND ESTIMATES OF THE EFFECT OF THE WIN TAX CREDIT FOR 1973 ARE PROVIDED. IT IS CONCLUDED THAT WHILE NEITHER THE WIN TAX CREDIT NOR THE WIN PROGRAM ALONE CAN GENERATE A SIGNIFICANT INCREASE IN AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) EMPLOYMENT WITHOUT DISPLACING OTHER LOW-SKILL WORKERS, A COMBINATION OF THESE PROGRAMS CAN.
NTIS: PB-253 596/2ST NTIS PRICES PC$4.00/MF$2.25

1417 EMPLOYMENT AND WAGE TABLES 72
RURAL MANPOWER DEVELOPMENTS:2:23-24
EMPLOYMENT STATISTICS, LABOR FORCE, SEASONAL EMPLOYMENT, TABLES (DATA), WAGES
ERIC: EJ060234

1418 EMPLOYMENT AS A MOTIVATING FORCE IN MANPOWER TRAINING PROGRAMS AUG 72
REGAN, T. F.
JOURNAL OF CONTINUING EDUCATION AND TRAINING:2:1:51-6
EMPLOYMENT, LEARNING MOTIVATION, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, VOCATIONAL EDUCATION
THIS ARTICLE CONTENDS THAT WHERE MEANINGFUL EMPLOYMENT IS COUPLED WITH EDUCATION, THAT RETENTION AND SUCCESSFUL COURSE COMPLETION ARE MUCH HIGHER. (EDITOR)
ERIC: EJ070029

1419 EMPLOYMENT ASPECTS OF THE ECONOMICS OF AGING. A WORKING PAPER IN CONJUNCTION WITH THE OVERALL STUDY OF ECONOMICS OF AGING TOWARD A FULL SHARE IN ABUNDANCE. DEC 69
NATIONAL COUNCIL ON THE AGING, INC., NEW YORK, N.Y. CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE.
NOTES: 21P.
ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, OLDER ADULTS
THE AGED WILL CONTINUE TO FACE INCREASING ECONOMIC DIFFICULTIES IN THE FACE OF INFLATION UNLESS SOME POSITIVE MEASURE IS TAKEN TO COUNTERACT THIS TREND. IN ADDITION, YOUNGER WORKING PEOPLE WILL HAVE TO CARRY A FINANCIAL BURDEN OF GREAT MAGNITUDE AS THE NUMBER OF UNEMPLOYED OLDER PEOPLE GROWS. TO IMPROVE THIS SITUATION, EMPLOYMENT OPPORTUNITIES FOR OLDER PEOPLE MUST BE MAXIMIZED AND FORCED RETIREMENT ABOLISHED. (CK)
ERIC: ED053352 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($0.15)

1420 EMPLOYMENT ASSISTANCE TO EX-SERVICEMEN WITH OTHER THAN HONORABLE DISCHARGES A STUDY OF THE DEPARTMENT OF LABORS EXEMPLARY REHABILITATION CERTIFICATE PROGRAM VOLUMES I AND II. FINAL REPORT. NOV 72
WILSON, THURLOW R.;AND OTHERS
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 195P.
EMPLOYMENT SERVICES, FEDERAL PROGRAMS, JOB PLACEMENT, PROGRAM EVALUATION, SURVEYS, VETERANS, EXEMPLARY REHABILITATION CERTIFICATE
THE EXEMPLARY REHABILITATION CERTIFICATE (ERC) PROGRAM OF THE DEPARTMENT OF LABOR WAS ESTABLISHED TO PROVIDE SPECIAL HELP AT PUBLIC EMPLOYMENT OFFICES TO EX-SERVICEMEN WITH OTHER THAN HONORABLE DISCHARGE. IF SUCH AN EX-SERVICEMAN CAN ESTABLISH GOOD CONDUCT FOR THREE YEARS PRIOR TO APPLICATION, HE MAY OBTAIN AN ERC WHICH IS SUPPOSED TO ENTITLE THE HOLDER TO SPECIAL COUNSELING AND JOB ASSISTANCE. THE CERTIFICATE MAY ALSO BE SHOWN TO EMPLOYERS TO DOCUMENT GOOD CONDUCT. THIS STUDY WAS UNDERTAKEN TO EXAMINE AND ANALYZE THE ACTUAL BENEFITS THAT ERC HOLDERS HAVE RECEIVED IN GETTING JOBS. ALL 700 ERC HOLDERS AND A SAMPLE OF THOSE WHO INQUIRED ABOUT THE CERTIFICATE WERE SURVEYED BY MAIL AND A FEW INTERVIEWS WERE CONDUCTED WITH EMPLOYERS, PROGRAM AND SERVICE PERSONNEL, AND EX-SERVICEMEN. IT WAS FOUND THAT HOLDERS OF THE ERC HAVE OBTAINED FEW BENEFITS IN SEEKING AND RETAINING EMPLOYMENT. THE ERC APPARENTLY BRINGS NO SPECIAL JOB COUNSELING OR PLACEMENT ASSISTANCE, AND HOLDERS ARE FREQUENTLY RELUCTANT TO SHOW IT TO EMPLOYERS. ONLY 11 PERCENT OF ERC HOLDERS REPORTED THAT THE CERTIFICATE HELPED THEM TO GET JOBS. IT WAS CONCLUDED THAT A MAN VISITING AN EMPLOYMENT OFFICE WITH AN ERC WILL OBTAIN EXACTLY THE SAME HELP HE WOULD OBTAIN WITHOUT IT. (MF)
ERIC: ED079154

1421 THE EMPLOYMENT BEHAVIOR OF HUSBANDS IN TWO-WORKER FAMILIES AN EMPIRICAL INVESTIGATION SEP 77
MOONEY, MARTA WHITMER
CALIFORNIA UNIV., LOS ANGELES.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-06-76-09
NOTES: DOCTORAL THESIS 158P
EMPLOYMENT, FEMALES, ATTITUDE SURVEYS, WORKING WOMEN, NTISLABREL
THIS STUDY IDENTIFIES A NUMBER OF DIFFERENCES BETWEEN THE EMPLOYMENT BEHAVIOR OF HUSBANDS IN ONE-WORKER AND TWO-WORKER HOUSEHOLDS THAT EXPLAIN THE CHARACTERISTICALLY LOWER EARNINGS OF THE LATTER GROUP AND EXPLORES THE DIRECTION OF CAUSALITY EMBEDDED IN THIS RELATIONSHIP. RESEARCH FINDINGS INDICATE THAT THE LOWER EARNINGS OF MEN IN BLUE COLLAR HOUSEHOLDS AND/OR THE LOWER EDUCATION CLASSES ARE PRIMARILY ATTRIBUTABLE TO LOWER WAGE RATES, WHILE AMONG THE WHITE COLLAR MEN AND THE BETTER EDUCATED, IT MOST FREQUENTLY RESULTS FROM FEWER AVERAGE WORK HOURS. ASSUMING THAT THE FAMILY MEMBERS COMMITMENT TO

(CONT.)
1421 TRADITIONAL SEX ROLE STEREOTYPES WEAKENS WITH RISING EDUCATION-OCCUPATION CLASS. THIS PATTERN SUPPORTS THE CONCLUSION THAT CHANGING SOCIAL NORMS FAVORING MORE SYMMETRICAL ECONOMIC ROLES FOR MARRIED PARTNERS WILL BE ACCOMPANIED BY A STRUCTURAL SHIFT IN THE CHARACTERISTIC BEHAVIOR OF HUSBANDS THAT HAS THE EFFECT OF INCREASING THE INCOME ELASTICITY OF THEIR LABOR SUPPLY. (PORTIONS OF THIS DOCUMENT ARE NOT FULLY LEGIBLE)
NTIS: PB-273 981/1ST NTIS PRICES PC A08/MF A01

1422 EMPLOYMENT CATEGORIES OF KENYA GRADUATES OF THE UNIVERSITY OF EAST AFRICA. AN INTERIM REPORT. STAFF PAPER NO. 73. MAY 70
FASTAD, SVEIN-ERIK
UNIVERSITY COLL., NAIROBI (KENYA).
NOTES: 27P.
COLLEGE GRADUATES, EMPLOYMENT OPPORTUNITIES, GRADUATE SURVEYS, HIGHER EDUCATION, INTERNATIONAL EDUCATION, JOB MARKET, MANPOWER NEEDS, STATISTICAL DATA, SURVEYS, KENYA, UNIVERSITY OF EAST AFRICA
THE UNIVERSITY LEAVERS PROJECT HAS THREE SEPARATE OBJECTIVES (1) TO ASSESS THE FEASIBILITY OF ESTABLISHING A CAREER GUIDANCE SERVICE FOR UNIVERSITY STUDENTS; (2) TO FIND ACTUAL EMPLOYMENT CATEGORIES OF EARLIER GRADUATES SO AS TO ASSIST THE MANPOWER PLANNERS; AND (3) TO ARRIVE AT A QUALIFIABLE MEASUREMENT OF THE CONTRIBUTION OF THE UNIVERSITY OF EAST AFRICA TO THE DEVELOPMENT OF KENYA. ALL THESE OBJECTIVES REQUIRED TRACING EARLIER GRADUATES TO THEIR PRESENT OCCUPATIONS, AND IT IS THIS PHASE ONLY WHICH IS COVERED BY THIS INTERIM REPORT. THE IDEAS BEHIND THE TRACER PROJECT MATURED DURING LATE 1968 AND EARLY 1969, AFTER A SERIES OF MEETINGS DURING THE AFRO-AMERICAN CONFERENCE ON TEACHER EDUCATION. THERE ARE TWO MAIN STRATEGIES TO THE PROJECT (1) TO TRACE EARLIER GRADUATES TO THEIR PRESENT EMPLOYMENT, AND (2) TO INITIATE THE PROCEDURES THROUGH WHICH THE UNIVERSITY CAN MAINTAIN CLOSER CONTACTS WITH FUTURE GRADUATES. THIS PAPER DEALS WITH THE FIRST STRATEGY ONLY. THE TRACER EXERCISE FOR GRADUATES PRIOR TO 1967 SHOWS THAT CENTRAL GOVERNMENT EMPLOYS APPROXIMATELY 29 PERCENT OF ALL GRADUATES, WITH SCIENCE, COMMERCE, AND ENGINEERING GRADUATES ALL WELL BELOW THAT AVERAGE. IT IS CLEAR THAT GOVERNMENT ABSORPTION OF ARTS GRADUATES IS WELL BELOW THE PEAK FROM 1960-63 OF ALMOST 60 PERCENT. THE EXPERIENCE OF THIS PROJECT IN KENYA SHOWS THAT IT WOULD BE SIMPLE TO REPEAT THE EXERCISE IN UGANDA OR TANSANIA. PARELLEL PROJECTS WOULD ALSO GIVE A MUCH WIDER PERSPECTIVE FOR THE INTERPRETATION OF THE RELATIONSHIP BETWEEN UNIVERSITY EDUCATION AND THE EMPLOYMENT MARKET. (AUTHOR/PG)
ERIC: ED100199

1423 EMPLOYMENT CERTIFICATES--HELP YOU HELP YOUTH. BULLETIN 183, 64
NOTES: 28P.
ADMINISTRATOR GUIDES, APPRENTICESHIPS, CERTIFICATION, CHILD LABOR LAWS, COOPERATIVE EDUCATION, FEDERAL LAWS, LABOR STANDARDS, STATE LAWS, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, EMPLOYMENT CERTIFICATES, FAIR LABOR STANDARDS ACT, WALSH HEALY PUBLIC CONTRACT ACT
DEVELOPED FOR PERSONNEL WHO HAVE RESPONSIBILITY IN THE ISSUANCE OF EMPLOYMENT AND AGE CERTIFICATES, THIS DOCUMENT CONTAINS SECTIONS ON (1) THE YOUNG WORKER, HIS JOB, AND THE LAW, (2) GOOD PRACTICES, (3) THE LARGER VIEW, AND (4) CERTIFICATES AND FEDERAL LAW. GUIDELINES ARE PROVIDED FOR A COORDINATOR OR PRINCIPAL, THE DIRECTOR OF ATTENDANCE, THE SCHOOL SUPERINTENDENT, AND THE LABOR DEPARTMENT OFFICIAL. A SUPPLEMENTARY SECTION CONTAINS A GUIDE FOR ISSUING EMPLOYMENT AND AGE CERTIFICATES UNDER THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT. A RELATED DOCUMENT ANNOUNCED AS VT 007 794 CONTAINS PROVISIONS OF THE FAIR LABOR STANDARDS ACT, AS AMENDED. (DM)
AIM/ARM: VT005615

1424 EMPLOYMENT CLERK 209.368 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CLERICAL OCCUPATIONS, CLERICAL WORKERS, CUTTING SCORES, EMPLOYMENT SERVICES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, EMPLOYMENT CLERK, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061310

1425 EMPLOYMENT CONTEXTS AND DISADVANTAGED WORKERS FEB 70
GOODMAN, LEONARD M.;SHARP, LAURE M.;RUFFIN, JEAN
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C.

(CONT.)
1425 CONTRACT NO. DL-51-09-69-03
NOTES: FINAL REPT. ON PHASE 1 69P
EMPLOYMENT, MANPOWER STUDIES, PERFORMANCE(HUMAN), REVIEWS, TRAINING, EFFECTIVENESS, DISADVANTAGED GROUPS, WELFARE PROGRAMS, INTERVIEWS
THE REPORT SUMMARIZES THE MAJOR ACTIVITIES CARRIED OUT DURING THE FIRST PHASE OF A PROPOSED TWO-PHASE STUDY DESIGNED TO INVESTIGATE THE EMPLOYMENT SITUATIONS OF WELFARE RECIPIENTS TRAINED AND PLACED UNDER THE WIN (WORK-INCENTIVE) PROGRAM. THE STUDY DESIGN FOCUSES ON EMPLOYER AND SUPERVISOR ATTITUDES AND ON ORGANIZATIONAL ACCOMMODATIONS MADE TO INTEGRATE SUCH WORKERS INTO THE VARIOUS EMPLOYMENT SETTINGS IN WHICH THEY HAVE BEEN PLACED. THE MAJOR OBJECTIVE DURING PHASE 1 WAS TO DEVELOP AND TEST QUESTIONNAIRES AND TO SET UP MODEL FIELD PROCEDURES. (AUTHOR)
NTIS: PB-190 927 CFSTI PRICES HC$6.00 MF$0.95

1426 EMPLOYMENT CONTEXTS AND DISADVANTAGED WORKERS, PHASE 1, FINAL REPORT. FEB 70
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 69P.
ADULT VOCATIONAL EDUCATION, EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB PLACEMENT, RESEARCH DESIGN, RESEARCH METHODOLOGY, SUCCESS FACTORS, VOCATIONAL FOLLOWUP, WELFARE RECIPIENTS, WIN, WORK INCENTIVE PROGRAM
THE FIRST PHASE OF A TWO-PHASE STUDY OF THE EMPLOYMENT SUCCESS OF WELFARE RECIPIENTS TRAINED AND PLACED UNDER THE WORK-INCENTIVE (WIN) PROGRAM IS SUMMARIZED. DURING THIS PHASE THE METHODOLOGY FOR THE STUDY WAS DEVELOPED, INCLUDING QUESTIONNAIRE STRUCTURE, MODEL FIELD PROCEDURES, AND STUDY DESIGN. PRELIMINARY INSTRUMENTS AND PROCEDURES WERE TESTED IN DENVER, SAN DIEGO, SAN BERNADINO, AND WASHINGTON, D.C. ON THE BASIS OF WHICH THE QUESTIONNAIRES AND RESEARCH DESIGN WERE REVISED AND RETESTED SEVERAL TIMES. ALTHOUGH CONCLUSIONS ON SUCH ASPECTS OF EMPLOYMENT AS VOCATIONAL ADJUSTMENT AND EMPLOYER ATTITUDES WILL NOT BE MADE UNTIL PHASE II, THE FIELD EXPERIENCES OF PHASE I DID RESULT IN CONSIDERABLE DATA ON WIN PLACEMENTS. (BH)
AIM/ARM: WT012933 BUREAU OF SOCIAL SCIENCE RESEARCH, INC., 1200 17TH STREET, N.W., WASHINGTON, D.C. 20036 ($2.00)

1427 EMPLOYMENT COST INDEX: A MEASURE OF CHANGE IN THE PRICE OF LABOR 1975
SHEIFER, V.J.
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.7, JULY 1975, P. 3-11. BIBLIOG. 19
ECONOMETRICS, ECONOMIC PLANNING, ECONOMICS, EMPLOYEE COMPENSATION, EMPLOYMENT POLICY, INDEX, PRICE INDEX, SALARY ADMINISTRATION, STATISTICS, WAGES
CHANGES IN THE RATE OF HOURLY COMPENSATION WILL BE PUBLISHED IN 1976 IN A NEW STATISTICAL SERIES BY THE BUREAU OF LABOR STATISTICS CALLED EMPLOYMENT COST INDEX.
MGMT: UML75G0033

1428 EMPLOYMENT COUNSELORS MEET THE HIPPIES JUN 71
MONTGOMERY, TRAVIS L.
JOURNAL OF EMPLOYMENT COUNSELING:8:2:72-80
ACTIVISM, ATTITUDES, EMPLOYER ATTITUDES, EMPLOYMENT, EMPLOYMENT COUNSELORS, STUDENT ALIENATION, STUDENT ATTITUDES, VOCATIONAL ADJUSTMENT, YOUTH
THIS ARTICLE RECORDS A DISCUSSION BETWEEN A GROUP OF EMPLOYMENT SECURITY COUNSELORS AND FIVE HIPPIES. THE TWO GROUPS QUICKLY DISCOVERED THAT THEY COULD NOT COME TO A QUICK FEELING OF TRUST IN, AND ACCEPTANCE OF EACH OTHER. (AUTHOR)
ERIC: EJ039746

1429 EMPLOYMENT DISCRIMINATION ALTERNATIVE REMEDIES TO TITLE VII SPR 75
WHITTIER, ANN H.:WHITTIER, GARY L.
UMKC LAW REVIEW:43:3:296-333
SEX DISCRIMINATION, EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT OPPORTUNITIES, EMPLOYER EMPLOYEE RELATIONSHIP, COURT LITIGATION, WORKING WOMEN, FEMALES, CIVIL RIGHTS LEGISLATION, TITLE VII, EQUAL PAY ACT, CIVIL RIGHTS ACT OF EIGHTEEN SEVENTY ONE, EXECUTIVE ORDER 11246, MISSOURI FAIR EMPLOYMENT PRACTICES ACT
THIS ARTICLE IS INTENDED TO FAMILIARIZE MISSOURI LAWYERS WITH THE ADVANTAGES, LIMITATIONS, AND IMPORTANT PROCEDURAL ASPECTS OF FOUR REMEDIES THAT CAN SUPPLEMENT OR OFFER ALTERNATIVES TO TITLE VII LITIGATION IN APPROPRIATE SITUATIONS THE EQUAL PAY ACT: SECTION 1981 OF THE CIVIL RIGHTS ACT OF 1871, EXECUTIVE ORDER NO. 11,246, AND THE MISSOURI FAIR EMPLOYMENT PRACTICES ACT. (LBH)
ERIC: EJ155321

1430 EMPLOYMENT DISCRIMINATION IN THE FEDERAL SECTOR 1976
LONG, J.E.
JOURNAL OF HUMAN RESOURCES, VOL.11, NO.1, WINTER 1976, P. 86-97. BIBLIOG. 16
DISCRIMINATION, EEO, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT AGENCY, HUMAN RESOURCE DEVELOPMENT, PRODUCTIVITY, QUANTITATIVE METHODS
THIS ARTICLE INVESTIGATES IF THERE EXISTS EMPLOYMENT DISCRIMINATION AFTER ADJUSTING FOR PRODUCTIVITY DIFFERENTIALS. 1970 CENSUS DATA WAS USED FOR THIS ANALYSIS.
MGMT: JHR7640036

1431 EMPLOYMENT DISCRIMINATION LITIGATION THE AVAILABILITY OF DAMAGES SPR 76
PLAX, KAREN A.
UMKC LAW REVIEW:44:3:497-516
EMPLOYMENT PRACTICES, SEX DISCRIMINATION, COURT LITIGATION, CIVIL RIGHTS LEGISLATION,

(CONT.)

1431 EQUAL OPPORTUNITIES (JOBS), AFFIRMATIVE ACTION, RACIAL DISCRIMINATION, LABOR PROBLEMS, INDUSTRIAL RELATIONS, FEMALES, TITLE VII, BACK PAY, CIVIL RIGHTS ACT OF 1964
THE FOCUS OF THIS COMMENT IS ON THE AVAILABILITY OF DAMAGES UNDER BOTH TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 AND SECTION 1981 WITH AN ANALYSIS OF THE DECISIONAL LAW AND THEORETICAL RATIONALES USED BY FEDERAL COURTS IN ALLOWING OR DISALLOWING DAMAGE AWARDS. CONSIDERATION IS GIVEN TO COMPENSATORY VERSUS PUNITIVE DAMAGES AS WELL AS THOSE FOR MENTAL DISTRESS. (L3H)
ERIC: EJ155325

1432 EMPLOYMENT EXPERIENCE AFTER MDTA TRAINING A STUDY OF THE RELATIONSHIPS BETWEEN SELECTED TRAINEE CHARACTERISTICS AND POST-TRAINING EMPLOYMENT EXPERIENCE JUL 68
TROOBOFF, BENJAMIN MICHAEL
GEORGIA STATE COLL., ATLANTA. SCHOOL OF BUSINESS ADMINISTRATION.
GRANT NO. OL-91-11-66-60
NOTES: DOCTORAL THESIS 222P
EMPLOYMENT, TRAINING, JOB ANALYSIS, TRAINING, MANPOWER DEVELOPMENT AND TRAINING ACT
GRADUATES AND DROPOUTS OF ATLANTA, GEORGIA,S MANPOWER TRAINING PROGRAM WERE SURVEYED TO ASCERTAIN TRAINING EFFECTIVENESS AND TO SEEK A RELATIONSHIP BETWEEN CERTAIN TRAINEE CHARACTERISTICS AND EMPLOYMENT SUCCESS. ANALYSIS OF RESPONSES SHOWED THAT GRADUATES WERE EMPLOYED AN AVERAGE OF 84 PERCENT OF THE TIME AFTER TRAINING, COMPARED TO DROPOUTS WHO ONLY WORKED 67 PERCENT OF THE TIME DURING THE SAME PERIOD. WHEN ENROLLEES WERE SEPARATED BY RACE AND SEX, MALE GRADUATES AND MALE DROPOUTS COULD NOT BE DIFFERENTIATED AS TO PERCENTAGE OF TIME EMPLOYED AFTER TRAINING AT AN ACCEPTABLE LEVEL OF CONFIDENCE: WHITE GRADUATES AND WHITE DROPOUTS WERE NOT DIFFERENT IN TERMS OF EARNINGS. A STEPWISE LINEAR REGRESSION ANALYSIS OF TRAINEE CHARACTERISTICS TO PERCENTAGE OF TIME EMPLOYED AFTER TRAINING REVEALED VERY LOW LEVELS OF CORRELATION FOR GRADUATES AS WELL AS FOR DROPOUTS. CHANGES IN RESPONSIBILITY FACTORS, SUCH AS MARITAL STATUS, FAMILY STATUS, NUMBER OF CHILDREN, NUMBER OF DEPENDENTS, WAGE EARNER STATUS, AND WHETHER OR NOT TRAINEES LIVED WITH PARENTS, WERE COMPARED WITH PERCENTAGE OF TIME EMPLOYED AFTER TRAINING. COMPARED TO NATIONALLY REPORTED DATA, ATLANTA, GEORGIA,S MANPOWER TRAINING PROGRAM WAS MORE EFFECTIVE IN REACHING THOSE MOST CRITICALLY IN NEED OF SUPPORTIVE EFFORT. THE STUDY CONCLUDES THAT ATLANTAS MDTA TRAINING PROGRAM HAS DEMONSTRATED ITS ABILITY TO MEET THE MANDATE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT. RECOMMENDATIONS ARE MADE FOR CONTINUATION AND EXTENSION OF FEDERAL AID TO MEET THE RECOGNIZED NEEDS OF THE CITYS UNEMPLOYED AND UNDEREMPLOYED.
NTIS: PB-190 053 CFSTI PRICES HC$6.00 MF$0.95

1433 EMPLOYMENT EXPERIENCE AFTER MDTA TRAINING: A STUDY OF THE RELATIONSHIPS BETWEEN SELECTED TRAINEE CHARACTERISTICS AND POSTTRAINING EXPERIENCES. 68
TROOBOFF, BENJAMIN MICHAEL
GEORGIA STATE COLL., ATLANTA.
NOTES: 222P.: D.B.A. THESIS.
ACADEMIC ACHIEVEMENT, ADULT DROPOUTS, ANALYSIS OF VARIANCE, DOCTORAL THESES, EDUCATIONAL BACKGROUND, EMPLOYMENT, FAMILY BACKGROUND, FAMILY STATUS, FEDERAL PROGRAMS, FEMALES, FOLLOWUP STUDIES, GRADUATES, INCOME, MALES, MANPOWER DEVELOPMENT, MARITAL STATUS, RACE, TRAINEES, WORK EXPERIENCE
GRADUATES AND DROPOUTS OF THE ATLANTA, GEORGIA, TRAINING PROGRAM UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT WERE SURVEYED TO ASCERTAIN TRAINING EFFECTIVENESS AND TO SEEK RELATIONSHIPS BETWEEN CERTAIN TRAINEE CHARACTERISTICS AND EMPLOYMENT SUCCESS. USING A MAILED QUESTIONNAIRE, THE STUDY SURVEYED 1,062 GRADUATES AND 444 DROPOUTS FROM 24 DIFFERENT SKILL TRAINING PROGRAMS DURING THE PERIOD 1963 TO 1966. MAJOR FINDINGS INCLUDED THE FOLLOWING (1) GRADUATES ENJOYED A HIGHER PERCENTAGE OF EMPLOYMENT TIME (84) THAN DROPOUTS (67.4): (2) GRADUATES ROSE FROM AN AVERAGE OF $.98 AN HOUR TO $1.76, WHILE DROPOUTS WENT FROM $1.07 TO $1.51: (3) WHEN ENROLLEES WERE SEPARATED BY RACE AND SEX, MALE GRADUATES AND DROPOUTS DID NOT DIFFER NOTABLY ON EMPLOYMENT AFTER TRAINING, AND WHITE GRADUATES AND DROPOUTS DID NOT DIFFER IN EARNINGS: (4) MARITAL AND FAMILY STATUS, WAGE EARNER STATUS, AND OTHER FACTORS CONTRIBUTING TO RESPONSIBILITY SIGNIFICANTLY AFFECTED THE PERCENTAGE OF TIME EMPLOYED AFTER TRAINING WHENEVER THE FACTORS TENDED GREATER RESPONSIBILITY: (5) TRAINEE CHARACTERISTICS SELECTED FOR THIS STUDY CANNOT BE USED AS A PREDICTIVE DEVICE WHEN DISCRIMINANT ANALYSIS IS USED. (AUTHOR/LY)
ERIC: ED030933 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 69-2261, MF $3.00, XEROGRAPHY $10.15).

1434 EMPLOYMENT GROWTH IN THE 1970S - AN UNEVEN PATTERN 1976
LECHT, L.A.
CONFERENCE BOARD RECORD, VOL.13, NO.7, JULY 1976, P. 2-4.
BLUE COLLAR WORKER, ECONOMICS, EMPLOYMENT, SERVICE INDUSTRY, UNEMPLOYMENT, WHITE COLLAR WORKER
EXAMINES EMPLOYMENT AND UNEMPLOYMENT TRENDS BY OCCUPATION FROM 1969 TO 1975. WHITE COLLAR OCCUPATIONS AND SERVICE FIELDS ARE THE LEADING GROWTH AREAS.
MGMT: C3R7600002

1435 EMPLOYMENT HAZARDS AN INVESTIGATION OF MARKET PERFORMANCE AUG 76
VISCUSI, WILLIAM G. KIP
HARVARD UNIV., CAMBRIDGE, MASS.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-25-76-16

(CONT.)

1435 NOTES: DOCTORAL THESIS 1979
INDUSTRIAL MEDICINE, OCCUPATIONAL DISEASES, HAZARDS, OCCUPATIONAL SAFETY AND HEALTH, NTISLABPEU
THE PURPOSE OF THIS THESIS IS TO ANALYZE LABOR MARKET PERFORMANCE WITH RESPECT TO JOB HAZARDS. THE DISSERTATION CONSISTS OF THREE PARTS. PART 1 ANALYZES HEALTH EFFECTS AND EARNINGS PREMIUMS FOR JOB HAZARDS. PART 2 ANALYZES THE QUIT RATE RESPONSE TO JOB HAZARDS. WORKERS LEARN ABOUT THE HEALTH AND SAFETY RISKS OF THEIR JOB THROUGH ON-THE-JOB EXPERIENCES. PART 3 OF THE DISSERTATION ANALYZES THE PROCESS OF WORKER LEARNING ABOUT JOB CHARACTERISTICS.
NTIS: PB-273 714/6ST NTIS PRICES PC A02/MF A01

1436 EMPLOYMENT HEALTHIER THOUGH UNEMPLOYMENT RISES 1976
FRANKLIN, W.R.
BUSINESS WEEK, NO.2446, AUG 23, 1976, P. 15-16.
CONSUMER SPENDING, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, LABOR MARKET, LABOR TURNOVER, LAYOFF, MANUFACTURING, RETAIL INDUSTRY, STATISTICS, UNEMPLOYMENT
A RECORD NUMBER OF AMERICANS ARE NOW EMPLOYED WHICH, DESPITE CONTINUING HIGH UNEMPLOYMENT, DENOTES STRENGTH IN THE LABOR MARKET. GOVERNMENT UNEMPLOYMENT STATISTICS ARE DECEPTIVE, LUMPING JUVENILES AND JOB TRANSIENTS WITH THE LONG-TERM JOBLESS. MOST NEW JOBS ARE CROPPING UP IN MANUFACTURING SINCE RETAIL SALES REMAIN SOFT AS A RESULT OF UNCERTAIN CONSUMER RESOLVE.
MGMT: 9WE76M0015

1437 EMPLOYMENT IN AGRICULTURAL AND AGRIBUSINESS OCCUPATIONS, REGION 4. SEP 74
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.; BUREAU OF THE CENSUS (DOC), SUITLAND, MD.; ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 201P.
AGRIBUSINESS, AGRICULTURAL OCCUPATIONS, EMPLOYMENT STATISTICS, FARM OCCUPATIONS, GEOGRAPHIC REGIONS, LABOR ECONOMICS, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, OFF FARM AGRICULTURAL OCCUPATIONS, STATISTICAL DATA, TABLES (DATA), NATIONAL AGRIBUSINESS MANPOWER PROJECT, STANDARD FEDERAL REGION 4, UNITED STATES (SOUTHEAST)
THE HANDBOOK, REPRESENTING RESULTS OF PHASE 1 OF THE NATIONAL AGRIBUSINESS MANPOWER PROJECT, IDENTIFIES AND DEFINES OCCUPATIONS AND INDUSTRIES REQUIRING AGRIBUSINESS COMPETENCIES IN THE SOUTHEASTERN STATES. OCCUPATIONAL DATA PRESENTED IN THE EMPLOYMENT TABLES ARE SEPARATED INTO THREE SECTIONS WHICH COMPRISE THE MAJOR PORTION OF THE DOCUMENT. THE 18 OCCUPATIONS IN SECTION 1 ARE POSITIONS THAT REQUIRE AGRIBUSINESS COMPETENCIES IN ANY INDUSTRY IN WHICH THEY EXIST (E.G., ALL VETERINARIANS). SECTION 2 CONSISTS OF 54 OCCUPATIONS REQUIRING AGRIBUSINESS COMPETENCIES ONLY IN CERTAIN SELECTED INDUSTRIES (E.G., OF ARCHITECTS, LANDSCAPE ARCHITECTS UTILIZE AGRIBUSINESS COMPETENCIES). SECTION 3 LISTS 67 OCCUPATIONS THAT REQUIRE AGRIBUSINESS COMPETENCIES OF ONLY SOME WORKERS IN SOME INDUSTRIES (E.G., AGRICULTURAL CHEMISTS IN THE CHEMICAL INDUSTRY). IN ADDITION TO INDUSTRY AND OCCUPATIONAL ATTACHMENT, EMPLOYMENT IS SHOWN IN EACH SECTION BY CLASS OF WORKER--PRIVATE, GOVERNMENT, SELF-EMPLOYED, OR UNPAID FAMILY WORKER. (NJ)
ERIC: ED122120

1438 EMPLOYMENT IN PERSPECTIVE: UNEMPLOYMENT AMONG HOUSEHOLD HEADS. MAY 75
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 16P.
EMPLOYMENT, EMPLOYMENT LEVEL, EMPLOYMENT STATISTICS, HEADS OF HOUSEHOLDS, LABOR FORCE, LABOR SUPPLY, TABLES (DATA), UNEMPLOYMENT, WORKING PARENTS, WORKING WOMEN
THE JOBLESS RATE AMONG ALL HOUSEHOLD HEADS REACHED 6 PERCENT IN APRIL 1975, DOUBLE THE AVERAGE RATE OVER THE 1963-74 PERIOD (2.8 PERCENT), AND HALF AGAIN AS HIGH AS THE PREVIOUS PEAK (4 PERCENT) RECORDED DURING THE FIRST HALF OF 1963. THE NUMBER OF UNEMPLOYED HOUSEHOLD HEADS INCREASED FROM 1.4 TO 3.2 MILLION FROM OCTOBER 1973 TO APRIL 1975, FROM 34 PERCENT TO 39 PERCENT OF THE UNEMPLOYED. ABOUT THREE-QUARTERS OF THE HOUSEHOLD HEADS IN THE LABOR FORCE ARE MEN HEADING FAMILIES OF TWO OR MORE PERSONS AND ONE-TENTH ARE FEMALE FAMILY HEADS. THE UNEMPLOYMENT RATE FOR MALE FAMILY HEADS HAS INCREASED TWO AND ONE HALF TIMES SINCE OCTOBER 1973 TO 5.3 PERCENT IN APRIL 1975, BUT WAS STILL MUCH LOWER THAN THE 9.3 PERCENT RATE FOR FEMALE FAMILY HEADS. THE FINANCIAL EFFECTS OF UNEMPLOYMENT ON THE FAMILY CAN BE CUSHIONED BY THE PRESENCE OF OTHER WAGE EARNERS. ACCORDING TO THE LATEST INFORMATION AVAILABLE ON THIS SUBJECT, IN MARCH 1974 ABOUT 30 PERCENT OF THE FAMILIES WITH AN UNEMPLOYED HEAD HAD A FULL-TIME EARNER, USUALLY THE WIFE. HOWEVER IT IS DOUBTFUL THAT THE ADDITIONAL WORKER COMPENSATED FOR THE LOSS OF INCOME INCURRED BY THE UNEMPLOYMENT OF THE HOUSEHOLD HEAD. (AUTHOR/JR)
ERIC: ED110688

1439 EMPLOYMENT OBJECTIVES AND POLICIES IN THE INDUSTRIALIZED MARKET ECONOMY COUNTRIES 1976
MOULY, J.; BROADFIELD, R.
INTERNATIONAL LABOUR REVIEW, VOL.113, NO.3, JAN-FEB 1976, P. 85-95, BIBLIOG. 4
ECONOMICS, EMPLOYMENT POLICY, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, INFLATION, UNEMPLOYMENT
GOVERNMENT POLICIES WITH RESPECT TO MAINTAINING ADEQUATE EMPLOYMENT DURING THE RECENT PERIOD OF RECESSION AND INFLATION ARE EXAMINED. ALTERNATIVE POLICIES ARE CRITICALLY EVALUATED.
MGMT: IRE7630035

1440 EMPLOYMENT OF HIGH SCHOOL GRADUATES AND DROPOUTS, OCTOBER, 1972 THE HIGH SCHOOL CLASS OF 1972. JUN 73
YOUNG, ANNE M.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C. DIV. OF LABOR FORCE STUDIES.
MONTHLY LABOR REVIEW:JUN 1973
NOTES: 32P.; SPECIAL LABOR FORCE REPORT 155
CENSUS FIGURES, COLLEGE ATTENDANCE, DROPOUTS, EMPLOYMENT PATTERNS, HIGH SCHOOL GRADUATES, LABOR FORCE, NEGROES, SPANISH AMERICANS, UNEMPLOYED, WORKING WOMEN
THIS SPECIAL LABOR FORCE REPORT, PUBLISHED BY THE U.S. DEPARTMENT OF LABOR, PRESENTS STATISTICS ON THE HIGH SCHOOL CLASS OF 1972. THE REPORT BASES ITS ESTIMATES ON SUPPLEMENTARY QUESTIONS IN THE OCTOBER 1972 CURRENT POPULATION SURVEY BY THE BUREAU OF THE CENSUS AND INCLUDES EXPLANATIONS OF THE SAMPLING PROCEDURE, DEFINITIONS OF TERMS USED, AND DETAILED TABLES. IT MAKES COMPARISONS BETWEEN THE NUMBERS OF 1972 HIGH SCHOOL GRADUATES VERSUS DROPOUTS IN THE LABOR FORCE, AND BETWEEN SUB-GROUPS--NUMBER OF WHITE DROPOUTS VERSUS NUMBER OF DROPOUTS OF SPANISH ORIGIN, NUMBER OF BLACK GRADUATE ENROLLED IN COLLEGE VERSUS NUMBER OF WHITES, NUMBER OF WOMEN GRADUATES ATTENDING COLLEGE VERSUS NUMBER OF MEN, ETC. THE REPORT BRIEFLY DISCUSSES ECONOMIC, GEOGRAPHIC, AND SOCIOLOGICAL FACTORS INFLUENCING DIFFERENCES BETWEEN GROUPS, AND EXAMINES HOW YOUNG PEOPLE OF SPANISH ORIGIN FARE IN THE JOB MARKET. (THIS WIDER ANALYSIS COVERS ALL OUT OF SCHOOL YOUTH AGE 16-24). AMONG THE MORE INTERESTING FINDINGS ARE THESE (1) ONLY 49% OF 1972 GRADUATES (THE LOWEST PROPORTION IN 5 YEARS) WENT ON TO COLLEGE; AND (2) AMONG ALL YOUTH OF SPANISH ORIGIN AGED 16-24, ONE OF THREE WAS A SCHOOL DROPOUT, A MUCH LARGER PROPORTION THAN AMONG WHITES OR NEGROES. (EAK)
ERIC: ED083525

1441 EMPLOYMENT OF LIFE SCIENTISTS UP IN 1974--ACCOUNTS FOR NEARLY ALL GROWTH OF SCIENTISTS AND ENGINEERS IN DOCTORATE-GRANTING INSTITUTIONS. SCIENCE RESOURCES STUDIES HIGHLIGHTS, OCTOBER 1, 1974. 1 OCT 74
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
NOTES: 6P.; CONTAINS TYPE TOO SMALL FOR ADEQUATE REPRODUCTION
EMPLOYMENT, ENGINEERS, FEMALES, MANPOWER NEEDS, MANPOWER UTILIZATION, NATIONAL SURVEYS, SCIENTISTS, SURVEYS
REPORTED ARE DATA REGARDING EMPLOYMENT OF SCIENTISTS AND ENGINEERS AT DOCTORATE-GRANTING INSTITUTIONS. EMPLOYMENT OF SCIENTISTS AND ENGINEERS IN JANUARY 1974, WAS UP 3 PERCENT. ALMOST ALL OF THE INCREASE WAS DUE TO THE INCREASE IN THE NUMBER OF LIFE SCIENTISTS. THE GREATEST DECLINES WERE IN THE NUMBER OF PSYCHOLOGISTS AND ENGINEERS. WOMEN ACCOUNTED FOR 14 PERCENT OF THE TOTAL FULL-TIME SCIENTISTS AND ENGINEERS. (AUTHOR/RH)
ERIC: ED121564 ERIC/SMEAC, THE OHIO STATE UNIVERSITY, 1200 CHAMBERS ROAD, 3RD FLOOR, COLUMBUS, OHIO 43212 (ON LOAN)

1442 EMPLOYMENT OF RECENT COLLEGE GRADUATES. 73
PERPELLA, VERA C.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C. DIV. OF LABOR FORCE STUDIES.
MONTHLY LABOR REVIEW:FEB 1973
NOTES: 32P.; REPRINT 2860
COLLEGE GRADUATES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, JOB MARKET, OCCUPATIONAL SURVEYS, RESEARCH, RESEARCH PROJECTS
THIS REPORT EXAMINES THE JOB STATUS IN OCTOBER 1971 OF RECENT COLLEGE GRADUATES AND WHETHER THEY OBTAINED WORK IN THEIR CHOSEN FIELD. DATA OBTAINED FROM SUPPLEMENTARY QUESTIONS TO THE OCTOBER 1971 CURRENT POPULATION SURVEY INDICATE THERE WERE 1.2 MILLION 20- TO 34-YEAR OLDS WHO HAD RECEIVED DEGREES IN 1970 AND 1971. THE SURVEY SHOWED THAT OF THE 1.1 MILLION MEN AND WOMEN WHO RECEIVED DEGREES IN 1970 AND 1971 AND WERE AVAILABLE FOR WORK IN OCTOBER 1971, MORE THAN 9 OUT OF 10 WERE EMPLOYED. MORE THAN THREE FOURTHS OF THOSE EMPLOYED WERE IN JOBS DIRECTLY OR SOMEWHAT DIRECTLY RELATED TO THEIR MAJOR FIELD OF STUDY. THE OCTOBER 1971 UNEMPLOYMENT RATE FOR DEGREE RECIPIENTS (7.4%), WHILE 2 PERCENTAGE POINTS HIGHER THAN THE RATE FOR THE TOTAL LABOR FORCE, WAS ABOUT HALF THAT OF HIGH SCHOOL GRADUATES OF 1970 AND 1971. APPENDICES INCLUDE EXPLANATORY NOTES, SURVEY FORMS, AND STATISTICAL DATA. (MJM)
ERIC: ED080057

1443 THE EMPLOYMENT OF RURAL FARM WIVES. AUG 71
SWEET, JAMES A.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 54P.; PAPER PRESENTED AT 1971 ANNUAL MEETING OF RURAL SOCIOLOGICAL SOCIETY, DENVER, COLORADO
ANGLO AMERICANS, EMPLOYMENT OPPORTUNITIES, FAMILY INCOME, NEGROES, RURAL FAMILY, RURAL FARM RESIDENTS, RURAL URBAN DIFFERENCES, TABLES (DATA), WOMENS EDUCATION, WORKING WOMEN
FOR THE MOST PART AN ANALYSIS OF DATA FROM THE 1960 CENSUS OF POPULATION AND HOUSING, THIS PAPER COMPARED THE EMPLOYMENT RATES OF MARRIED FARM WOMEN WITH THOSE OF MARRIED NONFARM WOMEN, THE EMPLOYMENT RATES OF RURAL FARM WOMEN IN DIFFERENT KINDS OF GEOGRAPHIC AREAS, AND THE EFFECTS OF A VARIETY OF INDIVIDUAL CHARACTERISTICS ON THE EMPLOYMENT PROBABILITY OF RURAL FARM WIVES. THE ANALYSIS, IN PART, REVEALED THAT RURAL FARM WOMEN WERE EMPLOYED IN LARGE AND GROWING PROPORTIONS; VARIATIONS IN RURAL FARM EMPLOYMENT RATES WERE QUITE SIMILAR TO VARIATIONS AMONG URBAN WOMEN; WOMEN MARRIED TO MEN WITH NONFARM JOBS HAD HIGHER EMPLOYMENT RATES THAN THOSE IN FARM JOBS; AND THERE WAS A VARIATION IN THE EMPLOYMENT OF WIVES OF MEN IN DIFFERENT KINDS OF FARMING ACTIVITIES. ACCORDING TO THE ANALYSIS, FURTHER RESEARCH SHOULD FOCUS ON SUCH AREAS AS (1) DIFFERENTIAL EMPLOYMENT RATES AND PATTERNS AMONG DIFFERENT RURAL AREAS IN RELATION TO

(CONT.)
1443 SUPPLY-AND-DEMAND FACTORS, (2) HIGH LEVELS OF FERTILITY AND FEWER EMPLOYMENT OPPORTUNITIES IN RURAL AREAS, (3) EMPLOYED WOMEN HAVING JOBS THAT ARE LESS THAN COMMENSURATE WITH THEIR EDUCATION, AND (4) SCARCITY OF PROFESSIONAL AND CLERICAL EMPLOYMENT OPPORTUNITIES IN RURAL AREAS CAUSING WELL-EDUCATED WOMEN TO LEAVE FOR THE CITY. (JB)
ERIC: ED052883

1444 EMPLOYMENT OF SCHOOL AGE YOUTH, OCTOBER 1966, A SPECIAL LABOR FORCE REPORT. AUG 67
PERRELLA, VERA C.
NOTES: 7P.
AGE, EMPLOYMENT STATISTICS, LABOR FORCE, OCCUPATIONS, OUT OF SCHOOL YOUTH, PART TIME JOBS, SEX (CHARACTERISTICS), STUDENT EMPLOYMENT, STUDENT ENROLLMENT, STUDENTS, UNEMPLOYED, YOUTH, YOUTH EMPLOYMENT
DATA RELATING TO THE CIVILIAN NONINSTITUTIONAL POPULATION AGED 14 TO 24 WERE DERIVED FROM SUPPLEMENTAL QUESTIONS TO THE OCTOBER 1966 MONTHLY SURVEY OF THE LABOR FORCE. THE GROWTH OF THE LABOR FORCE IN THIS AGE GROUP OVER THE PERIOD 1960 TO 1967 HAS BEEN MATCHED BY A GROWTH OF THE SAME MAGNITUDE IN EMPLOYMENT, 3.3 MILLION, SO THAT THE NUMBER OF UNEMPLOYED WAS NO GREATER IN 1966 THAN IN 1960. THE ADDITIONAL NUMBER OF EMPLOYED PERSONS IN THIS AGE GROUP WAS DIVIDED ABOUT EQUALLY BETWEEN STUDENTS AND NONSTUDENTS, ALTHOUGH THE RELATIVE INCREASE WAS MUCH GREATER FOR STUDENTS. SOME 5.3 MILLION STUDENTS WERE IN THE LABOR FORCE IN OCTOBER 1966, NEARLY 2 MILLION MORE THAN IN 1960. MOREOVER, IN THE PAST 2 DECADES THE PROPORTION OF STUDENTS AMONG ALL YOUNG WORKERS HAS DOUBLED. MOST OF THE RISE IN EMPLOYMENT WAS IN PROFESSIONAL AND TECHNICAL OCCUPATIONS, IN OPERATIVE JOBS FOR THE MEN, AND IN CLERICAL AND SERVICE (EXCEPT PRIVATE HOUSEHOLD) OCCUPATIONS FOR THE WOMEN. HOWEVER, AMONG MEN IN SCHOOL, THE NUMBER OF ADDITIONAL JOBS IN WHITE- AND BLUE-COLLAR OCCUPATIONS WAS ABOUT THE SAME, BUT A SUBSTANTIAL RISE OCCURRED IN THE NUMBER OF SERVICE WORKERS. AMONG MEN NOT IN SCHOOL, THE RISE WAS CHIEFLY IN BLUE-COLLAR OCCUPATIONS WHILE THE NUMBER OF SERVICE JOBS REMAINED THE SAME. A TOTAL OF ABOUT 14.5 MILLION OF THIS AGE GROUP WAS IN THE LABOR FORCE IN 1966. THE OVERALL LABOR FORCE PARTICIPATION RATE OF COLLEGE STUDENTS INCREASED 4 PERCENTAGE POINTS BETWEEN 1960 AND 1966. THIS DOCUMENT APPEARED IN MONTHLY LABOR REVIEW, VOLUME 90, NUMBER 8, AUGUST 1967, AND IS AVAILABLE AS GPO L2.6--90/8 FOR 75 CENTS FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (ET)
AIM/ARM: VT003878

1445 EMPLOYMENT OF SCHOOL AGE YOUTH, OCTOBER 1972. SPECIAL LABOR FORCE REPORT 158. 73
MICHELOTTI, KOPP
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C. DIV. OF LABOR FORCE STUDIES.
NOTES: 27P.; REPRINT 2911 FROM MONTHLY LABOR REVIEW, SEPTEMBER, 1973
COLLEGE STUDENTS, DROPOUTS, EMPLOYMENT STATISTICS, LABOR FORCE, LABOR SUPPLY, NEGRO YOUTH, SPANISH AMERICANS, STUDENT BEHAVIOR, STUDENT EMPLOYMENT, YOUTH EMPLOYMENT
THIS SPECIAL LABOR FORCE REPORT ON THE EMPLOYMENT OF SCHOOL AGE YOUTH IN OCTOBER 1972 SHOWS LITTLE CHANGE IN THE NUMBER OF STUDENTS HOLDING JOBS, BUT A LARGE INCREASE AMONG YOUNG PEOPLE OUT OF SCHOOL. SEPARATE CONSIDERATION IS GIVEN YOUTH OF SPANISH ORIGIN, COLLEGE STUDENTS, AND SCHOOL REENTRANTS. (INCLUDED WITH THE REPORT ARE SUPPLEMENTARY INFORMATION TABLES TOGETHER WITH DEFINITIONS AND EXPLANATIONS OF REPORT TERMINOLOGY.) (AUTHOR/KP)
ERIC: ED083474

1446 EMPLOYMENT OF SCHOOL-AGE YOUTH AUG 72
ROSENFELD, CARL;GOVER, KATHRYN R.
MONTHLY LABOR REVIEW;95;8;25-30
LABOR FORCE, PART TIME JOBS, STUDENT EMPLOYMENT, STUDENT ENROLLMENT, TEENAGERS, UNEMPLOYMENT, WORK EXPERIENCE, YOUTH EMPLOYMENT
MORE YOUNG PEOPLE WERE REMAINING IN HIGH SCHOOL AND COLLEGE AND MORE OF THE STUDENTS WERE IN THE WORK FORCE, MOSTLY IN PART-TIME JOBS, AS OF OCTOBER 1971. (MF)
ERIC: EJ067998

1447 EMPLOYMENT OF SCHOOL-AGE YOUTH JAN 71
HAYGHE, HOWARD
MONTHLY LABOR REVIEW;94;1;13-18
STUDENTS, YOUTH EMPLOYMENT, LABOR FORCE PARTICIPATION
SHOWS NO SIGNIFICANT INCREASE IN THE NUMBER OF STUDENTS IN THE LABOR FORCE FOR THE FIRST TIME IN TEN YEARS. (EDITOR)
ERIC: EJ044103

1448 EMPLOYMENT OF THE DISADVANTAGED IN THE PUBLIC SERVICE. GUIDELINES FOR AN ACTION PROGRAM FOR STATE AND LOCAL GOVERNMENTS IN THE UNITED STATES. 71
TAYLOR, VERNON R.
PUBLIC PERSONNEL ASSOCIATION, CHICAGO, ILL.
NOTES: 47P.
CAREER OPPORTUNITIES, CULTURALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, GOVERNMENT EMPLOYEES, GUIDELINES, LOCAL GOVERNMENT, STATE GOVERNMENT
THIS REPORT PROVIDES A FOUNDATION FOR A PRACTICAL ACTION PROGRAM TO OPEN MEANINGFUL EMPLOYMENT OPPORTUNITIES FOR THE CULTURALLY DISADVANTAGED IN STATE AND LOCAL GOVERNMENT EMPLOYMENT. THE FIRST PART OF THE REPORT DESCRIBES THE PROBLEM AND THE EXISTING LEGISLATION TO GIVE PUBLIC POLICY MAKERS AND ADMINISTRATORS AN OVERVIEW OF THE NEED FOR AFFIRMATIVE ACTION IN TERMS OF SPECIFIC OBJECTIVES, POLICIES, AND PROGRAMS. PART 2,

(CONT.)

1448 DIRECTED TOWARD PERSONNEL OFFICERS AND STAFF. SUGGESTS SPECIFIC TECHNIQUES AND INNOVATIVE METHODS FOR ACCOMPLISHING DEFINED PROGRAM OBJECTIVES WITHOUT DESTROYING THE MERIT PRINCIPLE OF PUBLIC EMPLOYMENT. (AUTHOR/GEB)
ERIC: ED059386 PUBLIC PERSONNEL ASSOCIATION, 1313 EAST 60TH STREET, CHICAGO, ILLINOIS 60637 (NONMEMBERS-$5.50; MEMBERS-$5.00)

1449 EMPLOYMENT OF THE HANDICAPPED ECONOMIC ASPECTS. A SELECTED ANNOTATED BIBLIOGRAPHY OF PUBLICATIONS IN THE SIXTIES. JAN 70
KREFTING, LINDA A.;WILLIAMS, C. ARTHUR, JR.
MINNESOTA UNIV., MINNEAPOLIS. GRADUATE SCHOOL OF BUSINESS ADMINISTRATION.
SOURCES OF BUSINESS TOPICS:N4 JAN 1970.
NOTES: 8P.
ANNOTATED BIBLIOGRAPHIES, LITERATURE REVIEWS, HANDICAPPED, EMPLOYMENT PROGRAMS, COST EFFECTIVENESS, VOCATIONAL EDUCATION, RESOURCE MATERIALS, EMPLOYER ATTITUDES, PERFORMANCE
THIS ANNOTATED BIBLIOGRAPHY PRESENTS 31 CITATIONS OF RECENT PUBLICATIONS DIRECTLY OR INDIRECTLY RELATED TO THE EMPLOYMENT OF THE HANDICAPPED. THESE BOOKS, REPORTS, AND ARTICLES WERE SELECTED TO FACILITATE A COST-BENEFIT ANALYSIS OF THE HIRING PROCESS. LISTINGS ARE ARRANGED INTO THESE FOUR SECTIONS (1) SURVEYS ON THE NUMBER OF HANDICAPPED AND THEIR CHARACTERISTICS, (2) EMPLOYER ATTITUDES TOWARD HIRING THE HANDICAPPED, (3) COMPARATIVE PERFORMANCE OF THE HANDICAPPED, AND (4) BENEFIT-COST ANALYSES. INDIVIDUAL ENTRIES INCLUDE AUTHOR, TITLE, SOURCE INFORMATION, AND DATE. (JS)
AIM/ARM: VT012241 DIVISION OF RESEARCH, UNIVERSITY OF MINNESOTA, WEST BANK, MINNEAPOLIS, MINNESOTA 55455 (NO CHARGE).

1450 EMPLOYMENT OF THE PHYSICALLY HANDICAPPED IN A COMPETITIVE INDUSTRIAL ENVIRONMENT. 66
ABILITIES INC. OF FLORIDA, CLEARWATER. VOCATIONAL REHABILITATION ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 31P.
EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, PARTICIPANT CHARACTERISTICS, PHYSICALLY HANDICAPPED, REHABILITATION CENTERS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS
THE OBJECTIVE OF THIS PROJECT WAS TO DEVELOP A CENTER FOR THE EMPLOYMENT OF SEVERELY DISABLED AND OLDER WORKERS IN A COMPETITIVE INDUSTRIAL ENVIRONMENT. PATTERNED AFTER A SIMILAR CENTER IN THE STATE OF NEW YORK, ABILITIES INC. OF FLORIDA ADOPTED THE SPECIFIC PURPOSES OF (1) PROVIDING A CONTINUING BASIS OF EMPLOYMENT FOR SEVERELY DISABLED AND AGED WORKERS, (2) PROVIDING VOCATIONAL TRAINING AND WORK ADJUSTMENT TRAINING FOR SEVERELY DISABLED AND AGED WORKERS WHO MIGHT ENTER COMPETITIVE EMPLOYMENT FOLLOWING SUCH TRAINING, (3) PROVIDING CLINICAL TRAINING FOR REHABILITATION PERSONNEL, AND (4) STIMULATING THE EMPLOYMENT OF SEVERELY DISABLED AND OLDER WORKERS THROUGH DEMONSTRATION TECHNIQUES. ABILITIES, INC. IS CAREFULLY GEARED TO THE GEOGRAPHIC AND ECONOMIC CONDITIONS OF THEIR SETTING. SINCE THE PROGRAM IS JOB ORIENTED, NO THERAPY OR TREATMENT IS ADMINISTERED DURING WORKING HOURS SO THAT EMPLOYEES WORK A STANDARD INDUSTRIAL DAY AND PRODUCE PRODUCTS COMPETITIVE WITH SIMILAR INDUSTRIES. EMPLOYEES RECEIVE PREVAILING WAGES AND STANDARD BENEFITS. MOREOVER, IN ADDITION TO PLACING EMPLOYEES IN EXISTING JOBS, ABILITIES IS WORKING TO REEDUCATE THE COMMUNITY SO THAT NEW JOBS FOR THE DISABLED MAY BE DEVELOPED. (JS)
ERIC: ED052349

1451 EMPLOYMENT OF WOMEN IN UNIVERSITIES-TRENDS EVIDENT IN AFFIRMATIVE ACTION PLANS 1974
DUNBAR, R.L.M.; CRANDALL, N.F.
AMERICAN INSTITUTE FOR DECISION SCIENCES PROCEEDINGS, NO.6, OCT/NOV 1974, P. 266.
AFFIRMATIVE ACTION, COLLEGES AND UNIVERSITIES, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, MANAGEMENT, QUANTITATIVE METHODS, STATISTICS, WOMEN IN BUSINESS
THE STUDY WAS MEANT TO DETERMINE THE DISTINCTION BETWEEN THOSE AFFIRMATIVE ACTION PLANS (AAP) WHICH INDICATE A STRONG INTEREST IN IMPROVING THE EMPLOYMENT OPPORTUNITIES FOR WOMEN IN UNIVERSITIES, AND THOSE THAT DO NOT.
MGMT: AIDP4J0266

1452 EMPLOYMENT OF WOMEN, FINAL REPORT. 70
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE). MANPOWER AND SOCIAL AFFAIRS DIV.
NOTES: 372P.
CONFERENCE REPORTS, WORKING WOMEN, FOREIGN COUNTRIES, EQUAL OPPORTUNITIES (JOBS), LABOR MARKET, LABOR SUPPLY, VOCATIONAL EDUCATION, WORKING HOURS
TRADE UNION REPRESENTATIVES FROM AUSTRIA, DENMARK, FINLAND, IRELAND, ITALY, AND NORWAY ATTENDED A SEMINAR DESIGNED TO PROVIDE THEM WITH INFORMATION CONCERNING THE PROBLEMS INVOLVED IN EMPLOYMENT OF WOMEN TO HELP THEM IN DEFENDING THE INTEREST OF THIS SPECIAL GROUP OF WORKERS. MAJOR PAPERS INCLUDED (1) EXTENT OF WOMENS PARTICIPATION IN ECONOMIC PRODUCTION TODAY, INFLUENCES OF ECONOMIC FLUCTUATIONS OF WOMENS EMPLOYMENT AND UNEMPLOYMENT BY R. KNUDSEN, (2) WOMENS ROLE IN MODERN SOCIETY FROM THE SOCIOLOGICAL AND ECONOMIC POINTS OF VIEW BY E. SULLEROT, (3) CHARACTERISTICS OF SUPPLY AND DEMAND FOR WOMEN WORKERS ON THE LABOUR MARKET BY R. GUBBELS, (4) EDUCATION AND VOCATIONAL TRAINING IN SCHOOLS OF VARIOUS LEVELS BY N. SEEAR, (5) WAGES EQUAL PAY FOR MEN AND WOMEN BY A. CODAZZI, (6) SOCIAL AND FISCAL PROVISIONS AFFECTING THE EMPLOYMENT OF WOMEN BY E. TOFFANIN, (7) WORKING HOURS AND TIME SCHEDULES, THE TIME BUDGET OF MARRIED WOMEN IN URBAN CENTERS BY A. GIRARD, (8) PART-TIME WORK BY J. HALLAIRE, (9) SERVICES DESIGNED TO HELP WOMEN COMBINE OCCUPATIONAL AND FAMILY RESPONSIBILITIES BY M. GUTBERGER, AND (10) SYNCHRONISATION AND HARMONISATION OF WORKING HOURS WITH THE OPENING AND CLOSING TIMES OF

(CONT.)
1452 SOCIAL SERVICES, ADMINISTRATIVE OFFICES, ETC. BY V. KLEIN. (S3)
AIM/ARM: VT013833 OECD PUBLICATIONS CENTER, SUITE 1207, 1750 PENNSYLVANIA AVENUE, N.W., WASHINGTON, D.C. 20006 ($6.00)

1453 THE EMPLOYMENT OF WOMEN, EDUCATION, AND FERTILITY APR 74
HOFFMAN, LOIS WLAIS
MERRILL-PALMER QUARTERLY;20;2;99-120
WORKING WOMEN, WOMENS EDUCATION, JOB SATISFACTION, FAMILY PLANNING, EMPLOYMENT, SEX DISCRIMINATION, SELF CONCEPT, FERTILITY
EXPLORES VARIOUS REASONS WHY WORKING WOMEN HAVE FEWER CHILDREN. TOPICS INCLUDE CAREER BARRIERS WOMEN FACE, CHILDLESSNESS, AND THE EFFECTS OF EDUCATION AND JOB SATISFACTION ON FAMILY SIZE. (SET)
ERIC: EJ121204

1454 EMPLOYMENT OPPORTUNITIES FOR THE DISADVANTAGED 70
VAN HOOK, VICTOR
NATIONAL BUSINESS EDUCATION ASSOCIATION YEARBOOK;8;93-88
BUSINESS EDUCATION, CURRICULUM DEVELOPMENT, DISADVANTAGED GROUPS, EDUCATIONAL PHILOSOPHY, EMPLOYMENT OPPORTUNITIES, YEARBOOKS
ERIC: EJ039202

1455 EMPLOYMENT OPPORTUNITIES IN WHICH KNOWLEDGE AND SKILL IN HOME ECONOMICS ARE NEEDED. JUN 69
GORMAN, ANNA M.
KENTUCKY UNIV., LEXINGTON. COLL. OF EDUCATION.
NOTES: 114P.
EMPLOYMENT OPPORTUNITIES, FOOD SERVICE WORKERS, HOMEMAKING SKILLS, JOB MARKET, JOB SKILLS, OCCUPATIONAL HOME ECONOMICS, SERVICE OCCUPATIONS, STATE SURVEYS, TASK ANALYSIS, KENTUCKY
TO GIVE DIRECTION TO FUTURE PROGRAM PLANNING, THIS STUDY WAS CONDUCTED TO DETERMINE EMPLOYMENT OPPORTUNITIES, ANALYZE DATA TO PREDICT JOB TRENDS, AND ANALYZE REQUIREMENTS FOR JOBS IN THE HOME ECONOMICS AREA. STRUCTURED INTERVIEWS WERE CONDUCTED AT 250 RANDOMLY SELECTED BUSINESSES, INDUSTRIES AND HOMES IN SEVEN MAJOR POPULATION CENTERS OF KENTUCKY. THERE WERE 32,973 JOBS RELATED TO HOME ECONOMICS KNOWLEDGE AND SKILL BEING PERFORMED BY EMPLOYEES IN KENTUCKY; EMPLOYEES WILL BE NEEDED IN AT LEAST 28 OF THE 50 JOB TITLES. THE GREATEST EMPLOYMENT OPPORTUNITIES ARE AS WAITRESSES, KITCHEN HELPER, COOK, SHORT ORDER, PORTER, CAFETERIA, MAID, BAKER HELPER, RESTAURANT MANAGER, FOOD BAKER, CHARWOMEN, AND HOSTESSES. A HIGH SCHOOL DIPLOMA IS A PREREQUISITE FOR 42 PERCENT OF THE ABOVE JOBS, 4 PERCENT REQUIRED WORK EXPERIENCE, AND 22 PERCENT REQUIRED EMPLOYEES TO BE 21 YEARS OF AGE OR OLDER. THE STUDY REVEALED THAT WAGES WERE LOW, THERE WERE FEW BENEFITS, HOURS WERE LONG, THERE WAS LITTLE CHANCE FOR ADVANCEMENT. NUMEROUS TABLES ARE INCLUDED. (FP)
ERIC: ED030736

1456 EMPLOYMENT OPPORTUNITIES OF NEGRO AND WHITE YOUTH. FINAL REPORT. JUL 73
LEVENSON, BERNARD
COLUMBIA UNIV., NEW YORK, N.Y. BUREAU OF APPLIED SOCIAL RESEARCH. SOCIAL SECURITY ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 197P.; APPENDIX G, A COPYRIGHTED ARTICLE IN REPRINT, HAS BEEN DELETED FROM THIS DOCUMENT
BIAS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, HIGH SCHOOL GRADUATES, JOB MARKET, OCCUPATIONAL MOBILITY, OCCUPATIONAL SURVEYS, RACIAL DIFFERENCES, SCHOOL INDUSTRY RELATIONSHIP, SOCIAL DIFFERENCES, URBAN SCHOOLS, VOCATIONAL EDUCATION, VOCATIONAL HIGH SCHOOLS, NEW YORK CITY
A MAJOR OBJECTIVE OF THE STUDY REPORTED HERE WAS TO ASSESS HOW OPEN THE OPPORTUNITY STRUCTURE IS FOR MINORITY YOUTH MOTIVATED ENOUGH TO ACQUIRE VOCATIONAL TRAINING. A SECOND OBJECTIVE WAS TO EXAMINE IN DETAIL A CRITICAL PHASE OF THE OCCUPATIONAL CYCLE, THE FIRST FEW YEARS IN THE LABOR FORCE, WHICH RESEARCH HAS SHOWN IS CRITICAL FOR OCCUPATIONAL AND ECONOMIC MOBILITY. THE STUDY, FUNDED BY THE SOCIAL SECURITY ADMINISTRATIVE, WAS DISTINCTIVE IN THAT THE DATA WERE BASED ENTIRELY ON THE COLLATION OF HIGH SCHOOL RECORDS OF GRADUATES WITH SOCIAL SECURITY WORK-HISTORY RECORDS. IT WAS DECIDED TO CONCENTRATE THE EXPOSITION TO A SINGLE SCHOOL THE HIGH SCHOOL OF FASHION INDUSTRIES (HSFI) IN NEW YORK CITY. HSFI IS A UNIT INDUSTRY SCHOOL. UNIT TRADE SCHOOLS ARE GENERALLY SUPERIOR TO MULTI-INDUSTRY SCHOOLS. NOT ONLY ARE THEIR FACILITIES ORIENTED TOWARD A SPECIFIC INDUSTRY, THEY ARE IN CLOSE COMMUNICATION WITH EMPLOYERS CONCERNING STANDARDS OF TRAINING AND JOB PLACEMENT. BY REDUCING THE RANGE OF TRADES, IT IS POSSIBLE TO EXPLORE THE DATA IN MUCH GREATER DEPTH. GRADUATES FROM JUNE 1956 TO JUNE 1963 WERE SELECTED FOR STUDY. OF 2,293 GRADUATES IN 13 CURRICULA SELECTED FOR STUDY, THE SOCIAL SECURITY ADMINISTRATION WAS ABLE TO LOCATE THE WORK-HISTORY RECORDS OF 1950 GRADUATES, APPROXIMATELY 85 PERCENT. THIS ACCOUNT DEALT WITH THE FOUR CORE CURRICULA FASHION DESIGN, TECHNICAL AND VOCATIONAL; TRADE DRESSMAKING, VOCATIONAL AND GARMENT OPERATING. (AUTHOR/JM)
ERIC: ED094076

1457 EMPLOYMENT OPPORTUNITY PROJECTIONS OCCUPATIONAL OUTLOOK TO 1985. REPORT NO. 74-1. 28 JUN 74
PURDUE UNIV., LAFAYETTE, IND. OFFICE OF MANPOWER STUDIES.
NOTES: 68P.

(CONT.)

1457 CAREER OPPORTUNITIES, CAREER PLANNING, DEMAND OCCUPATIONS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, JOB ANALYSIS, LABOR MARKET, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, POST HIGH SCHOOL GUIDANCE, STATISTICAL ANALYSIS
THE REPORT PRESENTS OCCUPATIONAL INFORMATION AND PROJECTED EMPLOYMENT IN AN ABBREVIATED FORM INTENDED TO FACILITATE CAREER AND EDUCATIONAL PLANNING. OCCUPATIONS REQUIRING POST-SECONDARY EDUCATION ARE EMPHASIZED. THE JOB DESCRIPTIONS, QUALIFICATIONS, AND EMPLOYMENT OUTLOOK ARE ARRANGED INTO 13 CAREER CLUSTER AREAS (1) INDUSTRY, (2) BUSINESS, (3) SERVICES, (4) EDUCATION, (5) SALES, (6) CONSTRUCTION, (7) TRANSPORTATION, (9) SCIENCE AND TECHNOLOGY, (9) MECHANICS AND REPAIRS, (10) HEALTH, (11) SOCIAL SCIENCES, (12) SOCIAL SERVICES, AND (13) ART, DESIGN, AND COMMUNICATIONS. GENERALLY, A BROAD DESCRIPTION OF EACH OF THE CAREER CLUSTER GROUPS IS PRESENTED FIRST; THE MATERIALS ARE THEN FURTHER ARRANGED INTO SUBFIELDS, BASED ON A CONCEPT OF RELATED ACTIVITIES. FOR THOSE OCCUPATIONS REQUIRING FORMAL POST-SECONDARY TRAINING, DESCRIPTIVE DATA INCLUDE THE NUMBER OF PEOPLE CURRENTLY EMPLOYED AND THE FUTURE EMPLOYMENT OUTLOOK TO THE MID-1980S. THIS PROJECTION INDICATES PERCENTAGE CHANGE IN EMPLOYMENT EXPECTED AS WELL AS EXPECTED SUPPLY AND DEMAND. A BRIEF SUMMARY OF PERTINENT OCCUPATIONAL EMPLOYMENT DATA IS PRESENTED IN THE APPENDIX. OCCUPATIONS ARE ARRANGED BY CLUSTER WITH THE CURRENT ESTIMATED EMPLOYMENT--AND AVERAGE NUMBER OF EXPECTED JOB OPENINGS EACH YEAR FOR THE NEXT DECADE--SHOWN IN COLUMNAR FORM. (AUTHOR/MW)
ERIC: ED103652 OFFICE OF MANPOWER STUDIES, PURDUE UNIVERSITY, SCC-A, WEST LAFAYETTE, INDIANA 47907 ($2.50)

1458 EMPLOYMENT OPPORTUNITY-HOW EQUAL CAN IT BE 1975
LOPEZ, F.M.
THE CONFERENCE BOARD RECORD, VOL.12, NO.9, SEPT 1975, P. 41-46.
AFFIRMATIVE ACTION, EEO, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, MBO, MINORITIES, PROFITABILITY, WOMEN
EXAMINES THE QUESTION OF HOW MUCH PERFORMANCE CAN BE SACRIFICED IN THE QUEST FOR EQUAL EMPLOYMENT OPPORTUNITY AND FINDS THAT THE SOLUTION LIES IN THE DESIGN OF A NEW SELECTION SYSTEM IN WHICH JOB FUNCTIONS AND PERSONAL ABILITIES ARE LINKED TO ACHIEVE JOB EFFECTIVENESS.
MGMT: C3R75I0041

1459 EMPLOYMENT PATTERNS BY AGE, RACE, AND SEX IN URBAN LABOR MARKETS MAY 71
COOK, A. A, JR
RAND CORP., SANTA MONICA, CALIF.
CONTRACT NO. OEO-399-4944
NOTES: 143P
MANPOWER UTILIZATION, URBAN AREAS, EMPLOYMENT, DEMOGRAPHIC SURVEYS, UNEMPLOYMENT, STATISTICAL DATA, LABOR MARKET
A STUDY WAS MADE OF EMPLOYMENT BY AGE, RACE AND SEX IN URBAN LABOR MARKETS. THE SOCIAL SECURITY ADMINISTRATIONS CONTINUOUS WORK HISTORY SAMPLE CONSTITUTES A MAJOR SOURCE OF THE DATA ON COVERED EMPLOYMENT AND IS USED IN DESCRIBING THE EMPLOYMENT OF EACH GROUP RELATIVE TO THE OTHERS AND THE VARYING DISTRIBUTION OF EMPLOYMENT (FOR THE GROUPS) ACROSS THE SMSAS. (OEO ABSTRACT)
NTIS: PB-201 172 NTIS PRICES PC$3.00 MF$0.95

1460 EMPLOYMENT POLICIES OF THE UNITED STATES AND JAPAN. REPORT OF THE JOINT UNITED STATES-JAPAN EMPLOYMENT STUDY. APPENDIX. 68
DEPARTMENT OF LABOR, WASHINGTON, D.C.; MINISTRY OF LABOR, TOKYO (JAPAN).
NOTES: 95P.
EDUCATIONAL LEGISLATION, EMPLOYMENT STATISTICS, FOREIGN COUNTRIES, LABOR ECONOMICS, LABOR FORCE, LABOR LEGISLATION, NATIONAL SURVEYS, PUBLIC POLICY, STATISTICAL DATA, STATISTICAL SURVEYS, STATISTICS, SURVEYS, JAPAN
THIS APPENDIX PRESENTS THE EMPLOYMENT DATA FROM THE UNITED STATES AND JAPAN IN THREE MAJOR SECTIONS. THE FIRST SECTION STATES THE LEGISLATIVE POLICY IN EACH COUNTRY BY CITING PARAGRAPHS FROM SPECIFIC STATUTES AND BY TABULATING CHRONOLOGICALLY, THE DATES, TITLES, AND GENERAL AIMS OF SPECIFIC LEGISLATION RELATING TO LABOR, MANPOWER, AND EDUCATION. SECTION II EXPLAINS THE BASIC LABOR FORCE AND EMPLOYMENT STATISTICS BY MEANS OF THEIR SOURCES AND DEFINITIONS. SECTION III INCLUDES 17 TABLES OF DATA ON LABOR FORCE AND ECONOMIC STATISTICS AND 12 TABLES (10 FOR JAPAN) OF DATA ON PROGRAM AND OPERATIONS STATISTICS, FIRST FOR THE UNITED STATES AND THEN FOR JAPAN. THE FULL REPORT FOR WHICH THIS IS THE APPENDIX IS AVAILABLE AS VT 009 010 IN THIS ISSUE. (MU)
ERIC: ED054294

1461 AN EMPLOYMENT PRESSURE INDEX AS AN ALTERNATIVE MEASURE OF LABOR MARKET CONDITIONS 1975
CULLISON, W.E.
REVIEW OF ECONOMICS AND STATISTICS, VOL.57, NO.1, FEB 1975, P. 115-121. BIBLIOG. 5
ECONOMICS, LABOR MARKET, LEADING INDICATORS, QUANTITATIVE METHODS, STATISTICS, UNEMPLOYMENT
THE EMPLOYMENT PRESSURE INDEX PRESENTED HERE IS MORE SENSITIVE AND ACCURATE THAN THE UNEMPLOYMENT PERCENTAGE, SHOWING BETTER PRESENT ECONOMIC HEALTH THAN UNEMPLOYMENT FIGURES WOULD INDICATE.
MGMT: RES7530115

1462 EMPLOYMENT PROBLEMS OF MEXICAN AMERICANS AND INDIANS. RECOMMENDATIONS AND OBSERVATIONS MADE AT THE SOUTHWEST EMPLOYER CONFERENCE ON MEXICAN AMERICAN AND INDIAN EMPLOYMENT PROBLEMS (ALBUQUERQUE, NEW MEXICO, JULY 10-12, 1968). 10 JUL 68
INTERAGENCY COMMITTEE ON MEXICAN AMERICAN AFFAIRS, WASHINGTON, D.C.; NATIONAL CITIZENS COMMITTEE FOR COMMUNITY RELATIONS, WASHINGTON, D.C.; PLANS FOR PROGRESS, WASHINGTON, D.C.
NOTES: 136P.
AMERICAN INDIANS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, JOB MARKET, MEXICAN AMERICANS, MINORITY GROUPS, OCCUPATIONAL INFORMATION, VOCATIONAL INTERESTS, WORK ATTITUDES
THE CONFERENCE BROUGHT TOGETHER 250 INDUSTRIALISTS AND MANAGEMENT OFFICIALS, REPRESENTATIVES OF STATE, LOCAL, AND FEDERAL GOVERNMENT AGENCIES, AND LEADERS OF THE MEXICAN AMERICAN AND INDIAN COMMUNITIES. THE PURPOSE OF THE CONFERENCE WAS TO EXPLORE AND OUTLINE ATTEMPTS AT A SOLUTION TO DISCRIMINATION AND UNDER UTILIZATION OF TALENT, AS WELL AS DISCUSS HOW TO PUT DISADVANTAGED MEMBERS OF THE 2 LARGEST MINORITIES IN THE SOUTHWESTERN STATES INTO PRODUCTIVE EMPLOYMENT. EXCERPTS FROM MORE THAN A DOZEN INDIVIDUAL ADDRESSES AND HIGHLIGHTS OF 15 PANEL DISCUSSION SESSIONS WERE INCLUDED IN THE CONFERENCE REPORT. TOPICS DISCUSSED DURING THE CONFERENCE INCLUDED (1) CREATING NEW PLANTS IN NEW PLACES; (2) SOURCES OF FUNDS FOR TRAINING PROGRAMS; (3) DEVELOPING UNION-INDUSTRY COOPERATION ON MINORITY PROBLEMS; (4) BRINGING VOCATIONAL EDUCATION INTO LINE WITH INDUSTRYS NEEDS; (5) INDUSTRYS STAKE IN IMPROVING LOCAL EDUCATION; AND (6) COMMUNICATING WITH THE BARRIO AND THE RESERVATION THE MYTH AND THE REALITY. (EV)
ERIC: ED029887

1463 THE EMPLOYMENT PROBLEMS OF OLDER WORKERS. 71
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 51P.; PRESENTATION FOR THE WHITE HOUSE CONFERENCE ON AGING (WASHINGTON, D.C., NOVEMBER 29, 1971)
EDUCATION, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, INCOME, LABOR FORCE, LABOR MARKET, MIDDLE AGED, OCCUPATIONAL MOBILITY, OLDER ADULTS, TABLES (DATA), WORK EXPERIENCE
WITH MOST DATA TAKEN FROM 1970 OR 1971 AVERAGES, THIS REPORT PRESENTS A PICTURE OF THE POSITIVE AND NEGATIVE ASPECTS OF THE OLDER WORKERS POSITION ON THE LABOR MARKET. THE REPORT, PREPARED FOR THE WHITE HOUSE CONFERENCE ON AGING, SHOWS THAT THE PARTICIPATION RATES OF MEN ARE CONTINUING TO DECLINE WHILE THE RATES OF WOMEN INCREASE, THAT OPPORTUNITIES FOR PART-TIME EMPLOYMENT HAVE GROWN, AND THAT UNEMPLOYMENT RATES FOR OLDER WORKERS ARE LOWER THAN FOR YOUNGER WORKERS. ALSO, IT WAS FOUND THAT OLDER WORKERS HAVE LESS ABSENTEEISM AND HIGHER RATES OF PRODUCTION THAN YOUNGER WORKERS. HOWEVER, THE TOTAL EMPLOYMENT PICTURE FOR THIS SIZABLE MINORITY IS BLEAK. (GEB)
ERIC: ED060196 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L2.3 1721, $.50)

1464 EMPLOYMENT PROBLEMS OF THE VIETNAM VETERAN, SPECIAL REPORT. 1 FEB 72
NATIONAL ADVISORY COUNCIL ON VOCATIONAL EDUCATION, WASHINGTON, D.C. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 15P.
ADVISORY COMMITTEES, EMPLOYER ATTITUDES, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, UNEMPLOYMENT, VETERANS, VOCATIONAL COUNSELING, VIETNAM VETERANS
VIETNAM VETERANS ARE FINDING IT EXTREMELY DIFFICULT OF FIND JOBS UPON THEIR RETURN HOME. ALTOGETHER THERE ARE APPROXIMATELY 320,000 KNOWN UNEMPLOYED VETERANS. STATISTICS SHOW THAT THEY HAVE A HIGHER UNEMPLOYMENT RATE THAN NONVETERANS, AND THAT THE UNEMPLOYMENT PERSISTS LONGER. FACTORS CONTRIBUTING TO THIS CONDITION ARE THE ECONOMIC SLUMP, A DIFFICULT READJUSTMENT PROCESS, LACK OF SKILLS, LACK OF VOCATIONAL COUNSELING, INADEQUATE GOVERNMENT PROGRAMS, AND HOSTILITY TOWARD THE VIETNAM VETERAN. RECOMMENDATIONS TO HELP ALLEVIATE THIS CONDITION INCLUDE (1) IMMEDIATE ESTABLISHMENT BY THE ADMINISTRATION OF A SYSTEM TO COORDINATE ALL PUBLIC AND PRIVATE PROGRAMS OF ASSISTANCE TO RETURNING VETERANS, (2) ORGANIZATION OF A NATIONAL PUBLIC INFORMATION PROGRAM TO INFORM THE RETURNING VETERAN OF THE ASSISTANCE AND OPPORTUNITIES AVAILABLE, (3) EMPHASIS ON VOCATIONAL EDUCATION AND JOB TRAINING UNDER THE GI BILL, AND (4) USE OF VIETNAM VETERANS IN IMPLEMENTING THESE PROGRAMS. (GEB)
ERIC: ED060204

1465 EMPLOYMENT PROFILES OF WOMEN AND MINORITIES IN 23 METROPOLITAN AREAS, 1974. RESEARCH REPORT NO. 49. 76
HANNAN, JOAN, EC.
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, WASHINGTON, D.C.
NOTES: 351P.
BLACKS, BUSINESS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, FEMALES, INDUSTRY, LABOR FORCE, LOCAL GOVERNMENT, METROPOLITAN AREAS, MINORITY GROUPS, RACIAL DIFFERENCES, RACIAL DISCRIMINATION, RESEARCH, SEX DIFFERENCES, SEX DISCRIMINATION, STATE GOVERNMENT, WORKING WOMEN
THIS STUDY, WHICH ANALYZES EMPLOYMENT PATTERNS OF WOMEN AND MINORITIES IN 23 STANDARD METROPOLITAN STATISTICAL AREAS (SMSAS), IS BASED ON REPORTS (REQUIRED BY THE EEOC--EQUAL EMPLOYMENT OPPORTUNITY COMMISSION) FROM PRIVATE EMPLOYERS (EEO-1 REPORTS) AND STATE AND LOCAL GOVERNMENTS (EEO-4 REPORTS). FOR EACH SMSA, EEO-1 DATA ARE PRESENTED FOR 1970 AND 1974 AND EEO-4 DATA FOR 1974. ALL PROFILES ANALYZE THE EMPLOYMENT STATUS OF WOMEN, 19 THE STATUS OF BLACKS, 11 THE STATUS OF HISPANICS, AND 1 THE EMPLOYMENT STATUS OF ASIAN AMERICANS. (CRITERIA FOR SELECTING THE 23 AREAS INCLUDED LARGE POPULATIONS--AT LEAST 340,000 PERSONS, SIGNIFICANT INCIDENCE OF ONE OR MORE MINORITIES, AND GEOGRAPHIC

(CONT.)
1465 DISPERSION.) THE 23 SMSA PROFILES INCLUDED ARE FOR THE FOLLOWING CITIES ATLANTA, GEORGIA; BALTIMORE, MARYLAND; BIRMINGHAM, ALABAMA; CHICAGO, ILLINOIS; CINCINNATI, OHIO-KENTUCKY-INDIANA; CLEVELAND, OHIO; DETROIT, MICHIGAN; EL PASO, TEXAS; FRESNO, CALIFORNIA; HOUSTON, TEXAS; LOS ANGELES-LONG BEACH, CALIFORNIA; MEMPHIS, TENNESSEE-ARKANSAS-MISSISSIPPI; MIAMI, FLORIDA; MOBILE, ALABAMA; NEW ORLEANS, LOUISIANA; NEW YORK, NEW YORK-NEW JERSEY; NEWARK, NEW JERSEY; NORFOLK-VIRGINIA BEACH-PORTSMOUTH, VIRGINIA-NORTH CAROLINA; PHILADELPHIA, PENNSYLVANIA-NEW JERSEY; ST. LOUIS, MISSOURI-ILLINOIS; SAN ANTONIO, TEXAS; SAN JOSE, CALIFORNIA; AND TUCSON, ARIZONA. THE APPENDIX CONTAINS A DEFINITION OF TERMS AND DESCRIPTION OF THE EEO-1 AND EEO-4 SURVEYS. (HO)
ERIC: ED142722

1466 EMPLOYMENT PROGRAMS FOR THE POOR. A COMMUNITY ACTION AGENCY MANPOWER GUIDEBOOK. MAY 69
OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 96P.
ABBREVIATIONS, CHECK LISTS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT, FEDERAL PROGRAMS, GUIDES, JOB DEVELOPMENT, MANPOWER NEEDS, PREVOCATIONAL EDUCATION, RECORDS (FORMS), VOCATIONAL EDUCATION, CAA, COMMUNITY ACTION AGENCY
THIS PAMPHLET PROVIDES INFORMATION TO HELP COMMUNITIES IN ANALYZING THEIR NEEDS, ASSESSING AVAILABLE RESOURCES, AND DEVELOPING AN EFFECTIVE MANPOWER PROGRAM TO COMBAT POVERTY PROBLEMS WHICH INCLUDE HIGH UNEMPLOYMENT, INADEQUATE EDUCATION, POOR HEALTH, AND DILAPIDATED HOUSING. THE REPORT DESCRIBES THE NECESSARY STEPS TO BE MADE FOR COMPREHENSIVE PLANNING BY THE COMMUNITY ACTION AGENCY (CAA) WHICH IS A LOCAL ORGANIZATION DESIGNATED BY THE OFFICE OF ECONOMIC OPPORTUNITY TO ORGANIZE ANTI-POVERTY PROGRAMS. A COMPREHENSIVE MANPOWER PROGRAM INVOLVES OUTREACH AND RECRUITMENT, INTAKE AND ASSESSMENT, PREVOCATIONAL TRAINING, SUPPORTIVE SERVICES, SKILL TRAINING, JOB DEVELOPMENT AND PLACEMENT, FOLLOWUP, BUSINESS SUPPORT, AND FEEDBACK. THE REPORT PROVIDES SUGGESTIONS FOR COORDINATING MANPOWER SERVICES AND A CHECKLIST. IN ADDITION, THERE IS A DESCRIPTION OF THE MAJOR FEDERALLY SPONSORED MANPOWER PROGRAMS AND A LIST OF ACRONYMS. (BC)
ERIC: ED035717

1467 EMPLOYMENT PROSPECTS FOR GRADUATES WITH ADVANCED DEGREES SPR 77
ASTIN, HELEN S.
UCLA EDUCATOR;19;3;32-40
GRADUATE STUDENTS, DOCTORAL DEGREES, HIGHER EDUCATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, TABLES (DATA), LABOR MARKET, EMPLOYMENT PROJECTIONS, EDUCATIONAL RESEARCH, MALES, FEMALES
CONSIDERS SOME ISSUES AND QUESTIONS FOR FUTURE RESEARCH AND ACTION WHICH COULD BENEFIT PERSONS PRESENTLY IN GRADUATE SCHOOLS AND THOSE WHO WILL COME LATER FOR ADVANCED DEGREES. FOCUSES ON THE LABOR MARKETS ABILITY TO ABSORB ALL TRAINED HUMAN RESOURCES, WHETHER PEOPLE USE THEIR SKILLS OR EDUCATION IN THEIR OCCUPATIONS, AND THE IMPLICATIONS OF AFFIRMATIVE ACTION FOR THESE ISSUES. (AUTHOR/RK)
ERIC: EJ165311 REPRINT AVAILABLE (SEE P. VII) UMI

1468 EMPLOYMENT QUOTAS FOR MINORITIES JUN 75
WELCH, FINIS
RAND CORP., SANTA MONICA, CALIF. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C. CALIFORNIA UNIV., LOS ANGELES.
CONTRACT NO. L-74-89
NOTES: FINAL REPT. JUN 74-JUN 75 53P
MINORITY GROUPS, SKILLED WORKERS, NTISLABASP
THIS PAPER CONSIDERS THE EFFECTS OF THE EMPLOYMENT QUOTA OR AFFIRMATIVE ACTION OF SKILLED LABOR IN ONE SECTOR OF THE ECONOMY. THE MAIN OBJECTIVE OF THE PAPER IS TO OBTAIN ORDER OF MAGNITUDE ESTIMATES OF THE EFFECTS OF AFFIRMATIVE ACTION PROGRAMS ON RELATIVE EARNINGS OF BLACKS. A MODEL IS PRESENTED WHICH COMPUTES WAGES, EMPLOYMENT PATTERNS AND SOCIAL COSTS EFFECTS UNDER A VARIETY OF ASSUMPTIONS CONCERNING SUBSTITUTION AND DEMAND ELASTICITIES.
NTIS: P3-255 024/2ST NTIS PRICES PC$4.50/MF$2.25

1469 EMPLOYMENT RANKINGS OF DISADVANTAGED GROUPS BY MANPOWER PERSONNEL 69 APR
SIGNORI, EDRO I.;REMPEL, HENRY
PSYCHOL REP;24;661-62
DISADVANTAGED GROUPS, DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYMENT, MANPOWER UTILIZATION, RACIAL DISCRIMINATION, RATING SCALES, RELIGIOUS DISCRIMINATION, RESEARCH, SEX DIFFERENCES
ERIC: EJ006547

1470 THE EMPLOYMENT RATIO AS AN INDICATOR OF AGGREGATE DEMAND PRESSURE 1977
GREEN, C.
(U.S.) MONTHLY LABOR REVIEW, VOL.100, NO.4, APRIL 1977, P. 25-32. BIBLIOG. 28
CANADA, DEMAND ANALYSIS, ECONOMICS, EMPLOYMENT, INFLATION, LABOR MARKET, POPULATION, RATIOS, SUPPLY AND DEMAND, UNITED STATES
IN A VARIATION OF PHILLIPS CURVE, USE OF THE EMPLOYMENT RATIOS INDICATES MORE EFFECTIVELY THE AGGREGATE DEMAND PRESSURE THAN USE OF THE UNEMPLOYMENT RATE. AN ANALYSIS OF THE LABOR MARKET AND THE ECONOMY FROM 1949-75 REVEALS THE ONGOING RELATIONSHIP BETWEEN EMPLOYMENT RATIOS AND INFLATION.
MGMT: UML7700025

1471 AN EMPLOYMENT READINESS PROGRAM FOR YOUNG VETERANS SEP 73
WAY, JOHN G.;LIPTON, LEONARD
VOCATIONAL GUIDANCE QUARTERLY;22;1;64-66
VETERANS, EMPLOYMENT OPPORTUNITIES, JOB TRAINING, WORK ATTITUDES, VOCATIONAL DEVELOPMENT, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS, CHANGING ATTITUDES
THROUGH A PARLAY OF COIN AND BREAD, A VA PROGRAM PREPARES VETERANS WITH LITTLE OR NO CIVILIAN EMPLOYMENT EXPERIENCE TO SEEK AND FIND SUCH EMPLOYMENT. (AUTHOR)
ERIC: EJ094260

1472 EMPLOYMENT REQUIREMENTS FOR MASSACHUSETTS BY OCCUPATION, BY INDUSTRY, 1970-1974-1985 JUL 76
MASSACHUSETTS DIV. OF EMPLOYMENT SECURITY, BOSTON. OCCUPATION/INDUSTRY RESEARCH DEPT.
NOTES: 40P
EMPLOYMENT, MASSACHUSETTS, FORECASTING, LABOR MARKET, OCCUPATIONS, NTISSLLC
OCCUPATION AND INDUSTRY PROJECTIONS FOR MASSACHUSETTS CONCERNING THE PERIOD 1970-1974 AND 1974-1985 ARE INCLUDED IN THIS VOLUME WHICH UPDATES THE PREVIOUS VOLUME FOR 1970-1980. WHILE THE PROJECTIONS TAKE INTO ACCOUNT SPECIAL PROPOSED CIRCUMSTANCES THAT WILL MODIFY THE DIRECTIONS OF THE PAST, THE PROJECTIONS SHOULD BE VIEWED ESSENTIALLY AS A CONTINUATION OF PAST TREND (1958-1974) RELATIONSHIPS BETWEEN THE NATION AND THE STATE.
NTIS: PB-268 258/1ST NTIS PRICES PC A03/MF A01

1473 THE EMPLOYMENT SERVICE AND RURAL YOUTH. SEP63
LEVINE, LOUIS
NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C.
NOTES: 14P.
AGENCIES, COUNSELING, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, FARM OCCUPATIONS, JOB PLACEMENT, RURAL AREAS, RURAL DROPOUTS, RURAL ECONOMICS, RURAL EDUCATION, RURAL URBAN DIFFERENCES, RURAL YOUTH, TESTING, URBAN AREAS, VOCATIONAL COUNSELING, YOUTH EMPLOYMENT, DISTRICT OF COLUMBIA, EXPERIMENTAL RURAL AREA PROGRAM, SMALLER COMMUNITIES PROGRAM
THE INCREASING AMERICAN TECHNOLOGICAL LEVEL HAS DECREASED THE LEVEL OF AVAILABLE FARM OCCUPATIONS. BECAUSE OF THIS, RURAL YOUTH ARE URGED TO CONTINUE THEIR EDUCATION, SINCE JOB PLACEMENT WILL PROBABLY BE IN URBAN AREAS. RURAL YOUTH WILL RECEIVE HELP FROM THE UNITED STATES EMPLOYMENT SERVICE (U.S.E.S.), WHICH IS ATTEMPTING TO REDUCE AND PREVENT UNEMPLOYMENT IN RURAL AREAS, AS WELL AS STUDY THE SPECIAL EMPLOYMENT PROBLEMS OF RURAL YOUTH. U.S.E.S. SERVICES INVOLVE THE DISPERSAL OF OCCUPATIONAL INFORMATION, TESTING AND COUNSELING, AND JOB PLACEMENT. SPECIAL PROGRAMS INCLUDE EXPERIMENTAL PROGRAMS OF INDIVIDUAL ECONOMIC ADJUSTMENT, EMPLOYMENT SERVICES FOR REMOTE AREAS, TRAINING PROGRAMS, AND ORIENTATION FOR THOSE WHO MIGRATE TO THE URBAN AREAS. THIS PAPER WAS PREPARED FOR PRESENTATION AT THE NATIONAL CONFERENCE ON PROBLEMS OF RURAL YOUTH IN A CHANGING ENVIRONMENT (SEPTEMBER 1963). (JS)
ERIC: ED012646

1474 THE EMPLOYMENT SERVICE AS A COMPREHENSIVE MANPOWER AGENCY. 25 JUN 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 21P.
CULTURALLY ADVANTAGED, CULTURALLY DISADVANTAGED, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, JOB APPLICANTS, MODELS
THREE MODELS--THE SELF-DIRECTED JOB INFORMATION SERVICES, EMPLOYABILITY EXPLORATION AND JOB DEVELOPMENT SERVICES, AND INTENSIVE EMPLOYABILITY DEVELOPMENT SERVICES--WERE CONCEIVED TO OFFER EMPLOYMENT SERVICES TO VARIOUS TYPES OF APPLICANTS. THE WORKABILITY OF THESE MODELS WAS AIDED BY THE JOB BANK AND JOB INFORMATION SERVICE. THE JOB BANK IS AN INFORMATION STORAGE, MAINTENANCE, AND COMMUNICATION SYSTEM FOR LOCAL OFFICES AND COOPERATING COMMUNITY AGENCIES WHICH RELIEVES INTERVIEWERS AND COUNSELORS FROM MANY ROUTINE CLERICAL TASKS. THE JOB INFORMATION SERVICE PROVIDES JOB BANK LISTINGS FOR QUALIFIED APPLICANTS WHO ARE CAPABLE OF DOING THEIR OWN JOB SEARCH. AN EMPLOYMENT DEVELOPMENT TEAM WOULD PROVIDE SERVICES FOR THE DISADVANTAGED. THE MEMBERS WOULD PROVIDE JOB DEVELOPMENT AND PLACEMENT, ASSESSMENT AND COUNSELING, SKILL AND ON-THE-JOB TRAINING, TUTORING AND OTHER PREPROFESSIONAL SUPPORT SERVICES. (BC)
ERIC: ED052293

1475 THE EMPLOYMENT SERVICE GOES TO AN ARMOUR PLANT CLOSING . JUN 63
IOWA STATE EMPLOYMENT SERVICE, SIOUX CITY
NOTES: 15P.
EMPLOYMENT PROBLEMS, JOB LAYOFF, INDUSTRIAL PERSONNEL, MEAT PACKING INDUSTRY, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, UNEMPLOYED, COMMUNITY STUDY, COMMUNITY PROBLEMS, VOCATIONAL RETRAINING, SIOUX CITY, IOW
OVER 1,300 EMPLOYEES WERE WITHOUT WORK AS A RESULT OF THE CLOSING OF A MEAT PACKING PLANT IN SIOUX CITY, IOWA, IN 1963. SOME OBSERVATIONS BY COMMUNITY AND GOVERNMENT AGENCIES WHO HANDLED THE PROBLEMS INVOLVED WERE (1) ADVANCED PLANNING, EXTENSIVE INTERVIEWING, TESTING AND COUNSELING, RETRAINING PROGRAMS AND COMMUNITY SUPPORT ARE REQUIRED, (2) THE PROGRAM SHOULD BE ACTIVATED RAPIDLY, (3) TOP INTERVIEWING TECHNIQUES BY EFFICIENT AND WELL ACCEPTED EMPLOYMENT SERVICE PERSONNEL ARE NECESSARY, (4) ALL COMMUNITY GROUPS MUST PARTICIPATE TO AID THE UNEMPLOYED AND IMPROVE THE ECONOMIC LIFE OF THE AREA, (5) THE LEVEL OF GENERAL UNEMPLOYMENT IN THE AREA HAS A DIRECT BEARING ON WHETHER DISPLACED WORKERS CAN BE READILY ABSORBED, (6) GOOD RELATIONS ARE NEEDED WITH THE PRESS, TV, AND RADIO STATIONS, AND (7) THE RETRAINING OF WORKERS IS NECESSARY WHEN NEW SKILLS MUST BE LEARNED IN ORDER TO FIND ANOTHER PLACE IN THE LABOR FORCE. MAJOR PROBLEMS WERE (1) THE WAGE RATES ON NEW JOBS WERE OFTEN NOT EQUAL TO FORMER WAGES, (2)

(CONT.)

1475 THE UNEMPLOYED WERE RELUCTANT TO MOVE FROM SIOUX CITY, (3) THE UNEMPLOYED WERE RELUCTANT TO ENROLL IN TRAINING PROGRAMS UNLESS GUARANTEED A JOB AFTER TRAINING, AND (4) THE SECONDARY EFFECTS OF REDUCED PAYROLL IN SIOUX CITY REDUCED EMPLOYMENT IN OTHER INDUSTRY AND BUSINESS. (DM)
AIM/ARM: VT004941

1476 AN EMPLOYMENT SERVICE RESEARCH AND DEVELOPMENT STRATEGY. 21 MAR 75
ALLER, CURTIS C.;AND OTHERS
CENTER FOR APPLIED MANPOWER RESEARCH, BERKELEY, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 93P.
AGENCY ROLE, COST EFFECTIVENESS, EMPLOYMENT SERVICES, EVALUATION METHODS, FEDERAL PROGRAMS, MANPOWER NEEDS, NEEDS ASSESSMENT, RESEARCH METHODOLOGY, STATE AGENCIES, UNITED STATES EMPLOYMENT SERVICE
THE REPORT PRESENTS A STRATEGY DEVELOPED BY AN OUTSIDE RESEARCH GROUP FOR THE MANPOWER ADMINISTRATION WHICH WOULD (1) IDENTIFY AND ORGANIZE THE QUESTIONS FACING THE U.S. EMPLOYMENT SERVICE (ES), (2) SET PRIORITIES AMONG THE QUESTIONS, AND (3) OUTLINE ALTERNATIVE APPROACHES FOR ANSWERING THE QUESTIONS. THE STUDY WAS UNDERTAKEN IN ORDER TO CLARIFY THE ROLE OF THE EMPLOYMENT SERVICE. MOST OF THE DATA WERE COLLECTED VIA VISITS TO STATE AND REGIONAL EMPLOYMENT SERVICE OFFICES. A PROCESS OF PROBLEM IDENTIFICATION WAS CONDUCTED IN SEVERAL STAGES. THE MAIN ISSUE DISCOVERED DURING THE FIELDWORK PHASE WAS THAT OF SETTING OBJECTIVES FOR THE ES. A SYSTEMATIC FRAMEWORK ENCOMPASSING THE FOUR CATEGORIES OF OBJECTIVES, ES OPERATIONAL ACTIVITIES OR SERVICES, ORGANIZATION AND MANAGEMENT, AND THE LABOR MARKET IN WHICH ES OPERATES WAS DEVELOPED. AN AGENDA FOR FURTHER RESEARCH AND DEVELOPMENT (R AND D) ACTIVITIES INCLUDING PERFORMANCE MANAGEMENT, COUNSELING, AND INTENSIVE SERVICES STUDIES IS PROPOSED. FOUR R AND D OPTIONS ARE DESCRIBED FOR ACHIEVING THE GOALS OF DEVELOPING A CLEAR STATEMENT OF ES OBJECTIVES AND AN OPERATING MODEL OF AN EFFECTIVELY PERFORMING SYSTEM. FINALLY, POTENTIAL PROBLEMS IN MANAGING SUCH AN EFFORT ARE PRESENTED. (LJ)
ERIC: ED118779 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

1477 THE EMPLOYMENT SERVICE TRAINS AND UPGRADES THE LOW SKILL WORKER APR 70
WARE, JAMES A.
NEW JERSEY STATE DEPT. OF LABOR AND INDUSTRY, NEWARK. INDUSTRIAL TRAINING SERVICES.
CONTRACT NO. CL-32-8-3027-000
NOTES: FINAL REPT. 69P
INDUSTRIAL TRAINING, ORGANIZATIONS, UNSKILLED WORKERS, SPECIALIZED TRAINING, EMPLOYMENT, PROJECTS, DEMONSTRATION PROJECTS, DISADVANTAGED GROUPS, HIGH INTENSITY TRAINING
THE OBJECTIVE OF THE PROJECT WAS TO DETERMINE IF THE EMPLOYMENT SERVICE COULD EFFECTIVELY IMPLEMENT UPGRADING PROGRAMS FOR LOW-SKILL, LOW-WAGE WORKERS. TO IMPLEMENT UPGRADING PROGRAMS, INDUSTRIAL TRAINING SERVICES USED A MODEL CALLED HIGH INTENSITY TRAINING WHICH WAS DESIGNED AND TESTED OVER A THREE YEAR PERIOD BY THE SKILL ACHIEVEMENT INSTITUTE IN LAKE SUCCESS, NEW YORK. THE MODEL CALLED FOR TRAINING TO BE CONDUCTED WITHIN THE PLANT, INTENSIVE PERSONAL DEVELOPMENT, AND JOB SKILLS COURSES. TRAINEES WERE TO BE LOW-SKILL, LOW-WAGE WORKERS EARNING NOT MORE THAN $5,000 A YEAR. AT COMPLETION OF TRAINING, EMPLOYERS WERE TO AWARD TRAINEES WITH A CHANGE IN JOB TITLE AND AN 8 TO 10 PERCENT PAY INCREASE. (DLMA ABSTRACT)
NTIS: PB-199 119 NTIS PRICES PC$3.00 MF$0.95

1478 EMPLOYMENT SERVICES FOR YOUTH JUN 72
MURRAY, EVELYN
JOURNAL OF EMPLOYMENT COUNSELING;9;2;86-92
EMPLOYMENT COUNSELORS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, OCCUPATIONAL GUIDANCE, YOUTH, YOUTH EMPLOYMENT, YOUTH PROGRAMS
THE AUTHOR CONCLUDES THAT YOUTH EMPLOYMENT SPECIALISTS ARE NEEDED TO WORK WITH YOUTH AND EMPLOYERS IF YOUNG PEOPLE ARE TO GET THEIR FULL SHARE OF THE JOB OPPORTUNITIES AND ARE TO ACHIEVE MAXIMUM UTILIZATION OF THEIR TALENTS AS NEW ENTRANTS INTO THE LABOR MARKET. (AUTHOR)
ERIC: EJ060200

1479 EMPLOYMENT SITUATION OF VIETNAM ERA VETERANS JAN 71
HALOMAN, ELIZABETH;GOVER KATHRYN R.
MONTHLY LABOR REVIEW;94;1;3-11
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT STATISTICS, UNEMPLOYMENT, VETERANS, VETERANS EDUCATION, LABOR FORCE PARTICIPATION
ERIC: EJ044104

1480 EMPLOYMENT STATUS AND ATTITUDES OF SECONDARY SCHOOL OCCUPATIONAL EDUCATION GRADUATES IN NEW YORK STATE. MAR 71
MCCOWAN, RICHARD J.;MONGERSON, M. DUANE
NEW YORK STATE EDUCATION DEPT., ALBANY. BUREAU OF OCCUPATIONAL EDUCATION RESEARCH.; STATE UNIV. OF NEW YORK, BUFFALO. EDUCATIONAL RESEARCH AND DEVELOPMENT COMPLEX.
NOTES: 44P.
EMPLOYMENT PATTERNS, GRADUATE SURVEYS, HIGH SCHOOL GRADUATES, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, SAMPLING, SCHOOL ATTITUDES, STATISTICAL ANALYSIS, VOCATIONAL EDUCATION, WORK ATTITUDES, NEW YORK STATE
THIS SURVEY ANALYZED THE ATTITUDES AND EDUCATIONAL AND OCCUPATIONAL PATTERNS OF 1969

(CONT.)

1480 HIGH SCHOOL GRADUATES FROM VOCATIONAL PROGRAMS. OVER HALF OF A STRATIFIED RANDOM SAMPLE OF NEARLY 3,000 GRADUATES RESPONDED TO THE QUESTIONNAIRE AFTER FOUR FOLLOWUPS. SUMMARY DATA WERE GROUPED INTO FIVE CATEGORIES (1) GEOGRAPHIC DISTRIBUTION, (2) GENERAL INFORMATION, (3) EMPLOYMENT PATTERNS, (4) ATTITUDES ASSESSED BY SEMANTIC DIFFERENTIAL, AND (5) INTERVIEW INFORMATION. FINDINGS THAT MOST GRADUATES DID NOT ENTER A JOB AREA IN WHICH THEY WERE TRAINED INDICATE THAT FLEXIBLE VOCATIONAL EDUCATION IS MORE APPROPRIATE THAN SPECIFIC TRAINING. SHORTCOMINGS WERE DISCLOSED IN GUIDANCE, FOLLOWUP, AND, TO SOME EXTENT, PLACEMENT. (JS)
ERIC: ED054339

1481 EMPLOYMENT STATUS OF SCHOOL AGE YOUTH. AUG 69
WALDMAN, ELIZABETH
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
MONTHLY LABOR REVIEW:V92 N8 PP23-32 AUG 1969
NOTES: 29P.; REPRINT NO. 2634
CHARTS, EMPLOYMENT STATISTICS, LABOR FORCE, STUDENT EMPLOYMENT, TABLES (DATA), UNEMPLOYMENT, WAGES, WORKING HOURS, YOUTH EMPLOYMENT
IN OCTOBER 1968, ONE OF EVERY FIVE WORKERS IN THE UNITED STATES WAS 16 TO 24 YEARS OLD. THERE WERE ABOUT 10.6 MILLION NONSTUDENTS AND 5 MILLION STUDENTS UNDER 25 YEARS OLD IN THE LABOR FORCE. THE AVERAGE EARNINGS OF ALL STUDENTS FROM 16 TO 24 WAS $600. MOST TEENAGE STUDENTS WORKED AT PART-TIME JOBS 80 PERCENT WORKED LESS THAN 35 HOURS A WEEK, AND 40 PERCENT LESS THAN 15 HOURS. THE TYPICAL NONSTUDENT WORKED A FULL 40-HOUR WEEK. THREE QUARTERS OF THE MALES WERE EMPLOYED IN BLUE COLLAR JOBS, AND OVER HALF THE NONSTUDENT WOMEN WERE IN CLERICAL AND SALES JOBS. STRIKING OCCUPATIONAL PROGRESS WAS MADE BY OUT-OF-SCHOOL NONWHITE GIRLS 16 TO 21 YEARS OLD DURING THE YEARS 1964-1968, WHEN THE PROPORTION OF NONWHITE GIRLS IN WHITE COLLAR WORK DOUBLED. THE NUMBER OF SCHOOL AGE WORKERS MADE UP A GREATER PROPORTION OF THE UNEMPLOYED THAN IN 1960. IN OCTOBER 1968, HALF OF THE 2.5 MILLION UNEMPLOYED WERE UNDER 25 YEARS OF AGE COMPARED WITH 40 PERCENT OF THE 2.9 MILLION UNEMPLOYED IN 1960. THUS, IN SPITE OF NUMEROUS EMPLOYMENT PROGRAMS FOR YOUTH, UNEMPLOYMENT RATES ONLY DECLINED FROM 9.5 PERCENT IN 1960 TO 8 PERCENT IN 1968. (3C)
ERIC: ED053266 BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVE., N.W., WASHINGTON, D.C. 20210 (SINGLE COPIES AVAILABLE)

1482 EMPLOYMENT TEST VALIDATION FOR MINORITY AND NONMINORITY PRODUCTION WORKERS 1977
FEILD, H.S.
PERSONNEL PSYCHOLOGY, VOL.30, NO.1, SPRING 1977, P. 37-46. BIBLIOG. 18
BLUE COLLAR WORKER, DISCRIMINATION, EMPLOYMENT, INDUSTRIAL RELATIONS, MINORITIES, TESTING
SHORT TEST BATTERIES WERE FOUND TO BE USEFUL IN TESTING PRODUCTION WORKERS WHILE NOT HAVING A RACIAL BIAS, ACCORDING TO A STUDY CONDUCTED TO DETERMINE VALIDITY OF EMPLOYMENT TESTING FOR PRODUCTION WORKERS AND APPLICABILITY TO MINORITY AND NONMINORITY WORKERS.
MGMT: PRS77N0037

1483 EMPLOYMENT TESTING: WHERE DO WE STAND 1975
MATTESON, M.T.
THE PERSONNEL ADMINISTRATOR, VOL.20, NO.3, MAY 1975, P. 27-29.
EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HIRING, JOB PERFORMANCE, LAW, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT
EXAMINES THE LEGAL ISSUES SURROUNDING THE USE OF EMPLOYMENT TESTS IN THE HIRING PROCESS AND MAKING THEM FREE FROM DISCRIMINITORY BIAS.
MGMT: PA075E0027

1484 EMPLOYMENT, BACKGROUND AND ISSUES. MAR 71
SOBEL, IRVIN
WHITE HOUSE CONFERENCE ON AGING, WASHINGTON, D.C. TECHNICAL COMMITTEE ON EMPLOYMENT AND RETIREMENT.
NOTES: 44P.
EMPLOYMENT PROBLEMS, MIDDLE AGED, MANPOWER UTILIZATION, EMPLOYMENT PROGRAMS, EMPLOYMENT OPPORTUNITIES, UNEMPLOYMENT
AS A BACKGROUND PAPER FOR A NATIONAL CONFERENCE ON AGING, THIS REPORT DISCUSSES THE NEED FOR ADEQUATE EMPLOYMENT FOR OLDER WORKERS AND THE PROBLEMS FACING THESE WORKERS IN OUR SOCIETY. AN OVERVIEW OF EXISTING MANPOWER POLICIES AND PROGRAMS IS PROVIDED. SEVERAL FUNDAMENTAL ISSUES ARE IDENTIFIED, INCLUDING MODIFICATIONS OF MANPOWER PROGRAMS IN FAVOR OF OLDER WORKERS, LIMITS ON EMPLOYERS ACTIONS AS A RESULT OF ANTI-DISCRIMINATION LEGISLATION AND OTHER MANPOWER POLICIES, AND GOVERNMENT AS AN EMPLOYER OF LAST RESORT. (3H)
AIM/ARM: VT014633 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (Y3.L58/4 2EM7/2, $.50)

1485 EMPLOYMENT, INSTITUTIONS AND TECHNOLOGY: SOME POLICY ISSUES 1975
SEN, A.
INTERNATIONAL LABOUR REVIEW, VOL.112, NO.1, JULY 1975, P. 45-73. BIBLIOG. 67
DEVELOPING COUNTRIES, ECONOMETRICS, ECONOMICS, EMPLOYMENT POLICY, MANAGEMENT, QUANTITATIVE METHODS, TECHNOLOGY
THE THRUST OF THE ARTICLE IS THE POLICY OF DEVELOPING COUNTRIES TO USE TECHNOLOGICAL CHOICE AS AN INSTRUMENT OF EMPLOYMENT. THIS LEADS TO THE PROBLEM OF DUALISM, PROJECT EVALUATION AND SHADOW PRICING ESPECIALLY IN THE CASE OF PARTIAL IGNORANCE-WHICH IS A

(CONT.)
1485 COMMON FEATURE IN DEVELOPING COUNTRIES.
MGMT: IRE7520845

1486 EMPLOYMENT, MANPOWER TRAINING AND THE BLACK WORKER 69 SUMMER
HILL, HERBERT
J NEGRO EDUC:38:3:204-217
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, LABOR UNIONS, NEGRO EMPLOYMENT, NEGRO YOUTH, SUBEMPLOYMENT, UNEMPLOYMENT, VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS
ERIC: EJ008098

1487 EMPLOYMENT, RACE, AND POVERTY. 67
ROSS, ARTHUR M., ED. HILL, HERBERT, ED.
CASE STUDIES (EDUCATION), CIVIL RIGHTS, DISCRIMINATORY ATTITUDES (SOCIAL), ECONOMIC DISADVANTAGEMENT, ECONOMIC OPPORTUNITIES, ECONOMICS, EDUCATIONAL OPPORTUNITIES, EMPLOYER EMPLOYEE RELATIONSHIP, FAMILY LIFE, INDUSTRY, JOB TRAINING, LABOR LEGISLATION, LABOR UNIONS, NEGRO EMPLOYMENT, NEGROES, NEGRO YOUTH, RACE RELATIONS, RACIAL INTEGRATION, RELIGION, RESEARCH, SOCIAL STATUS, UNEMPLOYMENT
IN 1962 A FOUR-YEAR PROGRAM OF RESEARCH AND CONFERENCES ON THE GENERAL SUBJECT OF UNEMPLOYMENT AND THE AMERICAN ECONOMY WAS INITIATED ON THE BERKELEY CAMPUS OF THE UNIVERSITY OF CALIFORNIA, FINANCED BY THE FORD FOUNDATION AND ADMINISTERED BY THE INSTITUTE OF INDUSTRIAL RELATIONS. BEGINNING WITH THE ASSUMPTION THAT PERSISTENT UNEMPLOYMENT IN THE UNITED STATES CALLS FOR NEW POLICIES, BOTH PUBLIC AND PRIVATE, A COORDINATED GROUP OF STUDIES WAS DESIGNED TO FURNISH BETTER GUIDELINES FOR THESE POLICIES AND TO PROVIDE CRITICAL EVALUATION AS THEY ARE ESTABLISHED AND IMPLEMENTED. THE PRESENT DOCUMENT, WHICH DEALS WITH THE ECONOMIC DISABILITIES OF NEGRO WORKERS AND THE STAKES AND POSSIBILITIES INVOLVED IN ECONOMIC INTEGRATION, IS ONE OF SEVERAL BOOKS EMERGING FROM THE PROGRAM. CHAPTERS ARE THE NEGROS POSITION IN THE LABOR MARKET, THE SOCIAL EFFECTS OF NEGRO UNEMPLOYMENT, THE MEANS AND EXPRESSIONS OF PROTEST, EMPLOYERS, UNIONS, AND THE NEGRO, EDUCATION AND TRAINING OF THE NEGRO, AND DISCRIMINATION AND THE LAW. THIS DOCUMENT IS PUBLISHED BY HARCOURT, BRACE AND WORLD, INC., NEW YORK, 598 PAGES. (AJ)
ERIC: ED019560

1488 EMPLOYMENT, WELFARE, AND MOTHERS MOTIVATION SEP 73
MASON, PHILIP
MANPOWER:5:9:28-32
WELFARE RECIPIENTS, MOTHERS, MOTIVATION TECHNIQUES, WORK ATTITUDES, ROLE PERCEPTION, EMPLOYMENT PROGRAMS, HUMAN SERVICES, SOCIAL WELFARE, WORK INCENTIVE PROGRAM, WIN
SUCCESS OF JOB PROGRAMS SEEN LINKED TO HOW FAMILY WOMEN VIEW THEIR ROLES. (EDITOR)
ERIC: EJ083777

1489 EMPLOYMENT: A QUIRK MAY DISTORT THE JOBLESS FIGURES 1975
BUSINESS WEEK, NO.2386, JUNE 23, 1975, P. 45-46.
ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, LABOR FORCE
A DISCUSSION OF THE EXPECTED UNEMPLOYMENT RATE FOR THE NEAR FUTURE, THE EFFECT OF SUMMER LABOR FORCE INCREASE, AND THE EFFECT ON CONGRESS.
MGMT: BWE75F2345

1490 ENCODER (BANKING) 1-25,911-TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 79P.
APTITUDE TESTS, BANKING, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ENCODER (BANKING), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066471

1491 THE ENCYCLOPEDIA OF CAREERS AND VOCATIONAL GUIDANCE, VOLUME I PLANNING YOUR CAREER. 72
HOPKE, WILLIAM E., ED.
NOTES: 787P.; PHM COLLECTION; REVISED EDITION
CAREER CHOICE, CAREER EDUCATION, CAREER PLANNING, ENCYCLOPEDIAS, GUIDANCE, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, SECONDARY GRADES, VOCATIONAL DEVELOPMENT.

(CONT.)
1491 VOCATIONAL EDUCATION, VOCATIONAL INTERESTS, CAREER AWARENESS, EDUCATIONAL AWARENESS
THIS ENCYCLOPEDIA IS DESIGNED TO BE USED BY JUNIOR AND SENIOR HIGH SCHOOL STUDENTS, THEIR PARENTS, AND SCHOOL COUNSELORS WHO HAVE NEED FOR BOTH GENERAL AND SPECIFIC CAREER INFORMATION AND FOR SUGGESTED APPROACHES TO EDUCATIONAL AND CAREER PLANNING. EDUCATIONAL AND CAREER AWARENESS ARE STRESSED AND CAN BE USED IN CONJUNCTION WITH GROUP DISCUSSION AND INDIVIDUAL COUNSELING. THIS VOLUME, THE FIRST OF TWO, IS USEFUL FOR IDEAS FOR GUIDANCE, AND TO GET THE FLAVOR OF PARTICULARLY IMPORTANT AREAS OF WORK. VOLUME II IS ANNOUNCED AS VT 017 544 IN THIS ISSUE. (PM)
ERIC: ED069881 J.G. FERGUSON PUBLISHING CO., 6 N. MICHIGAN AVE., CHICAGO, ILLINOIS 60602

1492 THE ENCYCLOPEDIA OF CAREERS AND VOCATIONAL GUIDANCE, VOLUME II CAREERS AND OCCUPATIONS. 72
HOPKE, WILLIAM E., ED.
NOTES: 780P.; PMM COLLECTION; REVISED EDITION
CAREER CHOICE, CAREER EDUCATION, CAREER PLANNING, ENCYCLOPEDIAS, GUIDANCE, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONS, RESOURCE MATERIALS, SECONDARY GRADES, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, CAREER AWARENESS, EDUCATIONAL AWARENESS
THIS ENCYCLOPEDIA IS DESIGNED TO BE USED BY JUNIOR AND SENIOR HIGH SCHOOL STUDENTS, THEIR PARENTS, AND SCHOOL COUNSELORS WHO HAVE NEED FOR BOTH GENERAL AND SPECIFIC CAREER INFORMATION AND FOR SUGGESTED APPROACHES TO EDUCATIONAL AND CAREER PLANNING. EDUCATIONAL AND CAREER AWARENESS ARE STRESSED AND CAN BE USED IN CONJUNCTION WITH GROUP DISCUSSION AND INDIVIDUAL COUNSELING. THIS VOLUME, THE SECOND OF TWO, IS USEFUL AS A REFERENCE BOOK TO SPECIFIC CAREERS. VOLUME I IS ANNOUNCED AS VT 017 543 IN THIS ISSUE. (PM)
ERIC: ED069882 J.G. FERGUSON PUBLISHING CO., 6 N. MICHIGAN AVE., CHICAGO, ILLINOIS 60602

1493 THE ENDICOTT REPORT, TRENDS IN EMPLOYMENT OF COLLEGE AND UNIVERSITY GRADUATES IN BUSINESS AND INDUSTRY 1975, TWENTY-NINTH ANNUAL REPORT, A SURVEY OF 160 WELL-KNOWN BUSINESS AND INDUSTRIAL CONCERNS. 75
ENDICOTT, FRANK S.
NORTHWESTERN UNIV., EVANSTON, ILL. PLACEMENT CENTER.
NOTES: 16P.
ACCOUNTING, BUSINESS ADMINISTRATION, COLLEGE GRADUATES, DATA PROCESSING, EDUCATIONAL SUPPLY, EMPLOYMENT OPPORTUNITIES, ENGINEERS, FEMALES, HIGHER EDUCATION, INDUSTRY, JOB MARKET, SALARIES, STATISTICAL DATA, SURVEYS, ENDICOTT REPORT
A TOTAL OF 160 COMPANIES SUPPLIED INFORMATION FOR THE 29TH ANNUAL REPORT REGARDING THE EMPLOYMENT OF COLLEGE GRADUATES IN BUSINESS. MOST ARE LARGE OR MEDIUM-SIZE CORPORATIONS THAT REGULARLY RECRUIT COLLEGE MEN AND WOMEN. A TOTAL OF 31 PERCENT OF THESE COMPANIES PLAN TO CONTACT FEWER COLLEGES IN 1975, BUT 29 PERCENT WILL CONTACT MORE SCHOOLS. THE COMPANIES EXPECT TO HIRE ALMOST EXACTLY THE NUMBER OF MEN WITH BACHELORS DEGREES THEY HIRED FROM 1974 CLASSES. NO DECREASE IS INDICATED. ALSO, THEY EXPECT TO HIRE 7 PERCENT MORE WOMEN GRADUATES. IN GREATEST DEMAND ARE MEN IN ENGINEERING, ACCOUNTING, BUSINESS ADMINISTRATION, AND SALES, AND WOMEN IN ACCOUNTING, GENERAL BUSINESS, DATA PROCESSING, AND ENGINEERING. ALMOST ALL OF THESE COMPANIES WILL RAISE STARTING SALARIES. PREDICTED AVERAGES FOR 1975 INDICATE THAT BACHELORS DEGREE GRADUATES IN ENGINEERING WILL BE OFFERED ABOUT $1,062 PER MONTH, ACCOUNTANTS ABOUT $990, GRADUATES IN BUSINESS ADMINISTRATION ABOUT $814, AND LIBERAL ARTS GRADUATES ABOUT $776 PER MONTH. ALMOST ALL OF THE COMPANIES THAT REPORTED STARTING SALARIES FOR BOTH MEN AND WOMEN INDICATED THEY WERE THE SAME. ALTHOUGH THERE HAS BEEN A SOMEWHAT RESTRICTED JOB MARKET FOR COLLEGE GRADUATES IN RECENT YEARS, THE RESPONDING COMPANIES REPORT THAT FROM 23-33 PERCENT OF THE MEN EMPLOYED THREE YEARS AGO HAVE LEFT. (AUTHOR/PG)
ERIC: ED134131 FRANK S. ENDICOTT, PLACEMENT CENTER, NORTHWESTERN UNIVERSITY, EVANSTON, ILLINOIS 60201

1494 ENERGY CONSIDERATIONS IN PRODUCTIVITY ENHANCEMENT 1977
BAILEY, J.E.; DECKER, J.P.
AMERICAN INSTITUTE OF INDUSTRIAL ENGINEERS, SPRING ANNUAL CONFERENCE 1977, P. 311-315.
BIBLIOG. 17
ABSENTEEISM, CRIME, DRUG ABUSE, ECONOMIC THEORY, ELECTRICITY, ENERGY, MANAGEMENT, PRODUCTION, PRODUCTIVITY, UNEMPLOYMENT
PRODUCTIVITY IMPROVEMENT ALONE SHOULD NOT BE THE GOAL. ENERGY IS LIMITED AND SHOULD BE CONSERVED. JOB ALIENATION AND OTHER MALADIES SHOULD BE REDUCED AND NATURAL RESOURCES SHOULD BE SPENT CAREFULLY.
HSMT: AIE77NP311

1495 ENGINEER (WATER TRANS.) 197.130--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. NOV 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, ENGINEERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;

(CONT.)
1495 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED069633

1496 ENGINEER -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. APR 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 20P.
APTITUDE TESTS, CUTTING SCORES, ENGINEERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED060076

1497 ENGINEERING AID (PRESS. + KIN.) II 019.281--TECHNICAL REPORT ON USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 13P.
APTITUDE TESTS, CUTTING SCORES, ENGINEERING, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ENGINEERING AID, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED069768

1498 ENGINEERING AND TECHNICIAN ENROLLMENTS--FALL 1969. AUG 70
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION.
NOTES; 107P.
DATA PROCESSING, ENGINEERING TECHNICIANS, ENROLLMENT TRENDS, INDUSTRIAL TECHNOLOGY, MANPOWER UTILIZATION, STATISTICAL SURVEYS, TABLES (DATA)
ENGINEERING AND TECHNICIAN ENROLLMENTS FOR FALL 1969 ARE REPORTED FOR ASSOCIATE AND BACHELORS DEGREE PROGRAMS IN ENGINEERING TECHNOLOGY AND INDUSTRIAL TECHNOLOGY, AND FOR ENGINEERING DEGREES AT THE BACHELORS, MASTERS, AND DOCTORS LEVELS. STATISTICAL TABLES WERE PRODUCED BY A COMPUTER ANALYSIS OF DATA FROM 269 ENGINEERING SCHOOLS AND 558 OTHER TECHNICAL INSTITUTIONS. THE DATA TABLES INCLUDE ENGINEERING ENROLLMENTS BY SCHOOL YEAR AND MAJOR CURRICULUM GROUPS FOR ALL SCHOOLS COMBINED, AND ENROLLMENTS BY SCHOOL YEAR AND INSTITUTION. THIS REPORT SHOULD BE USEFUL TO EMPLOYERS AND EDUCATORS INTERESTED IN IDENTIFYING FUTURE SOURCES OF ENGINEERING AND TECHNICAL MANPOWER IN THE VARIOUS TECHNICAL DISCIPLINES. (AUTHOR/GE)
ERIC; ED053323 ENGINEERING MANPOWER COMMISSION, 345 E. 47TH STREET, NEW YORK, N.Y. 10017 ($5.00)

1499 ENGINEERING AND TECHNOLOGY DEGREES, 1969-69. JAN 70
ALDEN, JOHN D.
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES; 18P.; REPRINT FROM ENGINEERING EDUCATION, V60 N5 JAN 1970
COLLEGE SCIENCE, CURRICULUM, DEGREES (TITLES), DOCTORAL DEGREES, ENGINEERING EDUCATION, ENGINEERING TECHNICIANS, ENGINEERS, SCHOOL SURVEYS, TECHNOLOGY, ENGINEERING MANPOWER COMMISSION

(CONT.)
1499 CONTAINED ARE DATA ON THE ENGINEERING AND ENGINEERING TECHNOLOGY DEGREES GRANTED FOR 1969-69 BY ENGINEERING SCHOOLS IN THE UNITED STATES. THE DATA SHOW BREAKDOWNS BY SCHOOL AND CURRICULUM FOR EACH LEVEL, AND THEY INCLUDE FIGURES FOR MINORITY GROUPS - WOMEN, U. S. NEGROES, AND FOREIGN NATIONALS. COMPARISONS ARE ALSO GIVEN FOR PAST YEARS BY TOTAL NUMBER OF DEGREES GRANTED AND BY NUMBER OF DEGREES IN EACH MAJOR CURRICULUM. BACHELORS DEGREES IN ENGINEERING WERE REPORTED BY 264 INSTITUTIONS, MASTERS BY 181, AND DOCTORS BY 123. BACHELORS DEGREES AWARDED IN 1969-69 TOTALED 39,972, MASTERS DEGREES TOTALED 14,938, AND DOCTORS DEGREES TOTALED 3,387. ENGINEERING TECHNOLOGY DEGREES ARE REPORTED AT BOTH ASSOCIATE AND BACHELORS DEGREE LEVELS, WITH PRE-ENGINEERING DEGREES INCLUDED WITH THE ASSOCIATE DEGREES. THE 46 SCHOOLS HAVING AT LEAST ONE ENGINEERING TECHNOLOGY CURRICULUM ACCREDITED BY THE ENGINEERS COUNCIL FOR PROFESSIONAL DEVELOPMENT AWARDED 6,536 ASSOCIATE DEGREES IN ENGINEERING TECHNOLOGY DURING 1968-69. THE SURVEY ALSO SHOWED A TOTAL OF 14,808 ASSOCIATE DEGREES AND 2,858 BACHELORS DEGREES IN ENGINEERING TECHNOLOGY AND INDUSTRIAL TECHNOLOGY AWARDED BY 428 SCHOOLS. (LC)
ERIC: ED041729 ENGINEERING MANPOWER COMMISSION, DEPT. P, 345 EAST 47TH ST., NEW YORK, N.Y., 10017: ASEE, ONE DUPONT CIRCLE, WASHINGTON, D.C. 20036 ($2.00)

1500 ENGINEERING AND TECHNOLOGY GRADUATES 1972. DEC 72
ICELAND, CAROL:AND OTHERS
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION.
NOTES: 85P.
ACCREDITATION (INSTITUTIONS), EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, ENGINEERING EDUCATION, GRADUATE SURVEYS, JOB PLACEMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, SALARY DIFFERENTIALS, TECHNICAL EDUCATION
A REPORT ON THE PLACEMENT STATUS OF ENGINEERING AND TECHNOLOGY GRADUATES IN 1972 IS PRESENTED ON THE BASIS OF SURVEY DATA OBTAINED FROM REGISTRARS AND PLACEMENT DIRECTORS OF INSTITUTIONS IN THE U. S. THE NUMBERS OF GRADUATES WERE (1) 44,190 BACHELORS, 17,003 MASTERS, 353 ENGINEER, AND 3,774 DOCTORATE DEGREES IN ENGINEERING, AND (2) 22,578 ASSOCIATE DEGREES, 6,768 CERTIFICATES, 5,487 BACHELORS, AND 68 POST-BACCALAUREATE DEGREES IN TECHNOLOGY. ANALYSES ARE MADE IN CONNECTION WITH PLACEMENT STATUS AT EACH DEGREE LEVEL, MAJOR CURRICULA OF FAVORABLE AND UNFAVORABLE JOB CLIMATE, EXPECTED GRADUATE SHORTAGE, STUDENT TRENDS IN SCHOOLS ACCREDITED BY THE ENGINEERS COUNCIL FOR PROFESSIONAL DEVELOPMENT (ECPD SCHOOLS) AND NON-ACCREDITED SCHOOLS, STARTING SALARIES, AND CHRONOLOGICAL COMPARISON. JOB PROSPECTS FOR NEXT YEARS GRADUATES ARE CHARACTERIZED AS EXCELLENT OR GOOD. GRADUATES OF ECPD SCHOOLS ARE MORE LIKELY TO CONTINUE FURTHER STUDY IN COMPARISON WITH THOSE FROM NON-ECPD SCHOOLS. THE STRONGEST DEMAND IS IN CIVIL ENGINEERING, FOLLOWED BY MECHANICAL ENGINEERING: STRONG DEMAND OF WOMEN AND MINORITY MEMBERS IS FOUND IN ALL BRANCHES. ALSO INCLUDED ARE STATISTICAL TABLES OF VARYING-DEGREE GRADUATES VERSUS INSTITUTIONS AND CURRICULA. (CC)
ERIC: ED075191 ENGINEERING MANPOWER COMMISSION, 345 EAST 47TH STREET, NEW YORK, N. Y. 10017 ($5.00)

1501 ENGINEERING AND TECHNOLOGY GRADUATES, 1973. 73
ALDEN, JOHN D.
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION.
NOTES: 90P.
ACCREDITATION (INSTITUTIONS), EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, ENGINEERING EDUCATION, GRADUATE SURVEYS, JOB PLACEMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, SALARY DIFFERENTIALS, TECHNICAL EDUCATION
THIS REPORT ON THE PLACEMENT STATUS OF ENGINEERING AND TECHNOLOGY GRADUATES IN 1973 IS PRESENTED ON THE BASIS OF SURVEY DATA OBTAINED FROM REGISTRARS AND PLACEMENT DIRECTORS OF INSTITUTIONS IN THE U.S. THE NUMBERS OF GRADUATES WERE 43,429 BACHELORS, 16,718 MASTERS, 434 ENGINEER, AND 3,587 DOCTORS DEGREE GRADUATES IN ENGINEERING: (2) 18,316 ASSOCIATE DEGREES, 4,402 BACHELORS, AND 21 POST-BACCALAUREATE DEGREES IN ENGINEERING TECHNOLOGY: AND (3) 5,004 CERTIFICATES, 6,491 ASSOCIATE DEGREES, 39 POST-BACCALAUREATE DEGREES, AND 2,076 BACHELORS IN INDUSTRIAL TECHNOLOGY. ANALYSES ARE MADE IN CONNECTION WITH PLACEMENT STATUS AT EACH DEGREE LEVEL, MAJOR CURRICULA OF DIFFERENT JOB CLIMATE, EXPECTED GRADUATE SHORTAGE, STUDENT TRENDS IN SCHOOLS ACCREDITED BY THE ENGINEERS COUNCIL FOR PROFESSIONAL DEVELOPMENT (ECPD SCHOOLS) AND NON-ACCREDITED SCHOOLS, STARTING SALARIES, AND CHRONOLOGICAL COMPARISON. JOB PROSPECTS FOR NEAT YEARS GRADUATES ARE REPORTED AS GOOD. GRADUATES OF ECPD SCHOOLS ARE MORE LIKELY TO CONTINUE FURTHER STUDY IN COMPARISON WITH NON-ECPD SCHOOL GRADUATES. THE STRENGTH OF THE OBSERVED DEMAND DECREASES GRADUALLY FROM BACHELORS IN ENGINEERING TO OLDER ALUMNI THROUGH BACHELORS OF ENGINEERING TECHNOLOGY, ASSOCIATES IN TECHNOLOGY, MASTERS IN ENGINEERING, AND BACHELORS OF INDUSTRIAL TECHNOLOGY. THE LOWEST GROUP IS PHDS. WOMEN GRADUATES AVERAGE SLIGHTLY HIGHER SALARY OFFERS THAN MEN AT THE BS DEGREE LEVEL. BLACKS AND OTHER MINORITY GRADUATES ARE CHARACTERIZED AS IN VERY STRONG DEMAND. ALSO INCLUDED ARE STATISTICAL TABLES OF VARYING-DEGREE GRADUATES VERSUS INSTITUTIONS AND CURRICULA. (CC)
ERIC: ED088720 ENGINEERING MANPOWER COMMISSION, ENGINEERS JOINT COUNCIL, 345 EAST 47 STREET, NEW YORK, NEW YORK 10017 ($15.00)

1502 ENGINEERING EMPLOYMENT AND UNEMPLOYMENT DATA, 1971. ORIGINAL DATA FROM THE 1971 NATIONAL SURVEY OF ENGINEERING EMPLOYMENT. NOV 71
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION.
NOTES: 49P.
EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, ENGINEERS, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, SURVEYS, UNEMPLOYMENT, ENGINEERING MANPOWER COMMISSION, ENGINEERS JOINT COUNCIL

(CONT.)
1502 REPORTED ARE THE RESULTS OF A SURVEY OF 98,000 ENGINEERS TAKEN TO BE REPRESENTATIVE OF APPROXIMATELY 500,000 MEMBERS OF ENGINEERING SOCIETIES. DATA ANALYSIS WAS DONE ON 59,280 USABLE QUESTIONNAIRES. THE LIST IS BELIEVED TO HAVE INCLUDED ABOUT 40 PERCENT OF THE ENGINEERS IN THE NATION. A FACSIMILE QUESTIONNAIRE IS REPRODUCED AT THE END OF THE REPORT. INCLUDED IN THE DATA ARE HIGHEST DEGREE, AGE, EMPLOYMENT STATUS, CURRICULUM OF HIGHEST DEGREE, SEX, CITIZENSHIP, DEGREE YEAR OF FIRST DEGREE, TYPE OF EMPLOYER, FIELD OF SPECIALIZATION, PRODUCT OR SERVICE AREA, AREA OF TECHNOLOGY, JOB FUNCTION, AND GEOGRAPHIC LOCATION. THE DATA ARE REPORTED, WHERE APPROPRIATE, FOR 1970 AND 1971. THIS SURVEY WAS CONDUCTED FOR THE NATIONAL SCIENCE FOUNDATION. (TS)
ERIC: ED058050 ENGINEERS JOINT COUNCIL, 345 EAST 47 STREET, NEW YORK, NEW YORK 10017 ($5.00)

1503 ENGINEERING MANPOWER BULLETIN, NUMBER 16. JUN 70
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES: 4P.
COMPUTERS, EDUCATIONAL TRENDS, EMPLOYMENT TRENDS, ENGINEERING EDUCATION, ENGINEERS, EVALUATION, INDUSTRY, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS
THIS BULLETIN PRESENTS THE HIGHLIGHTS OF AN EVALUATION OF TODAYS ENGINEERING GRADUATES AS SEEN BY THE MANAGERS OF ENGINEERING, MANUFACTURING AND TECHNICAL MARKETING IN A MAJOR ELECTRICAL EQUIPMENT MANUFACTURING COMPANY. TODAYS ENGINEER IS SEEN AS FAR MORE PRODUCTIVE THAN HIS PREDECESSOR. THE COMPUTER HAS GREATLY EXPANDED HIS PRODUCTIVE CAPACITY. SUPPORTING PERSONNEL HAS RELIEVED HIM OF MANY OF HIS ROUTINE JOBS, ENABLING HIM TO WORK AT A HIGHER TECHNICAL LEVEL THAN HIS PREDECESSOR. NEW ENGINEERS ARE GENERALLY WELL VERSED IN MATHEMATICAL TECHNIQUES AND IN THE USE OF THE COMPUTER. THEY ALSO POSSESS MORE TECHNICAL KNOWLEDGE AND ARE EXPECTED TO UTILIZE IT MORE EFFECTIVELY AND QUICKLY THAN THEIR PREDECESSORS. THE BULLETIN IDENTIFIES TWO TRENDS IN ENGINEERING EDUCATION AS (1) A CONSCIOUS DESIRE FOR UNITY OF PURPOSE IN ENGINEERING AND FOR UNIFORMITY OF STANDARDS AND PRACTICES WITHIN THE VARIOUS BRANCHES AND (2) THE EXISTENCE OF A STRONG MOVE TOWARD BROADENING THE CONTENT OF ENGINEERING PROGRAMS IN ALL BRANCHES. THE BULLETIN ALSO PRESENTS A DETAILED EXAMINATION OF QUESTIONS ASKED IN THE SURVEY AND AN EVALUATION OF THE REPLIES. (LC)
ERIC: ED041758 ENGINEERING MANPOWER COMMISSION, ENGINEERS JOINT COUNCIL, 345 EAST 47TH ST., NEW YORK, N.Y., 10017 ($0.50)

1504 ENGINEERS SALARIES: SPECIAL INDUSTRY REPORT, 1970. DEC 70
ALDEN, JOHN D.;AND OTHERS
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION
NOTES: 138P.
ENGINEERS, INDUSTRY, OCCUPATIONAL SURVEYS, SALARIES, TABLES (DATA), ENGINEERING MANPOWER COMMISSION
THIS REPORT IS BASED ON THE ENGINEERING MANPOWER COMMISSIONS NINTH SURVEY OF A SERIES DESIGNED TO GIVE BASIC SALARY INFORMATION ON ENGINEERING GRADUATES IN THE UNITED STATES. SALARY FIGURES WERE REPORTED BY EMPLOYERS VIA TWO QUESTIONNAIRES, ONE DESIGNED FOR ENGINEERING GRADUATES IN SUPERVISORY POSITIONS, AND THE OTHER FOR THOSE IN NON-SUPERVISORY POSITIONS. IN ALL, 819 INDUSTRIAL ESTABLISHMENTS RESPONDED WITH DATA COVERING 198,471 ENGINEERING GRADUATES. SALARIES ARE ANALYZED ON THE BASIS OF YEARS OF EXPERIENCE SINCE THE BACCALAUREATE DEGREE. GRAPHIC AND TABULAR PRESENTATIONS SHOW UPPER AND LOWER DECILE, QUARTILE, AND MEDIAN SALARIES BY YEARS OF EXPERIENCE. THE SALARY INFORMATION REPORTED REPRESENTS THE SALARY STRUCTURE IN EFFECT IN JULY 1970. THIRTY-FIVE INDUSTRIAL GROUPINGS ARE REPORTED SEPARATELY. COMPOSITE GRAPHS FOR ALL MANUFACTURING AND ALL NON-MANUFACTURING INDUSTRY ARE PROVIDED. THE REPORT ALSO CONTAINS (1) GRAPHS TO ILLUSTRATE THE EFFECT ON SALARIES OF GEOGRAPHIC REGION, AND COMPANY SIZE, (2) A LIST OF INDUSTRIAL PARTICIPANTS, (3) FACSIMILES OF THE QUESTIONNAIRES, AND (4) BLANK CHARTS FOR INDIVIDUAL USE. (LC)
ERIC: ED047967 ENGINEERS JOINT COUNCIL, ENGINEERING MANPOWER COMM., 345 EAST 47TH ST., NEW YORK, N.Y. 10017 ($35.00)

1505 ENHANCING OPPORTUNITIES IN JOB MARKETS SUMMARY OF RESEARCH AND RECOMMENDATIONS FOR POLICY. FINAL REPORT. MAR 71
PASCAL, ANTHONY H.
RAND CORP., SANTA MONICA, CALIF. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 63P.
DISADVANTAGED GROUPS, ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, JOB MARKET, LOW INCOME GROUPS, MANPOWER NEEDS, MANPOWER UTILIZATION, PROGRAM EVALUATION, RESEARCH PROJECTS, YOUTH EMPLOYMENT
AS A RESULT OF RESEARCH CONDUCTED FOR THE OFFICE OF ECONOMIC OPPORTUNITY (OEO) REGARDING OPPORTUNITIES IN THE JOB MARKET, THIS REPORT INCLUDES (1) A DESCRIPTION OF THE POLICY AND PROGRAM RECOMMENDATIONS SUGGESTED BY RESEARCH FINDINGS, AND (2) A SYNTHESIS OF RESEARCH FINDINGS APPLICABLE TO OEO, PARTICULARLY HIGHLIGHTING THEIR RELEVANCE TO POLICYMAKING. RESEARCH FINDINGS ARE PRESENTED ON SUCH TOPICS AS MANPOWER PROGRAM EVALUATION, YOUTH EMPLOYMENT OPPORTUNITY, LABOR MARKET IMPEDIMENTS FACING DISADVANTAGED WORKERS, EFFECTS OF NATIONAL POLICY ON THE POOR, AND RACE DIFFERENCES IN INCOME. POLICY IMPLICATIONS ARE ORGANIZED INTO GENERAL ANTI-POVERTY PROGRAMS, YOUTH PROGRAMS, AND PROGRAMS FOR FURTHER RESEARCH. (AUTHOR/GEB)
ERIC: ED056229 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 201 171, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

1506 ENLARGING THE CONCEPT OF A LABOR RESERVE 1975
GELLNER, C.G.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 20-28.
ECONOMICS, EDUCATION, LABOR FORCE, LABOR MARKET, MINORITIES, UNEMPLOYMENT, WOMEN IN BUSINESS
DISCUSSES THE COMPOSITION OF THE LABOR RESERVE, THOSE RECENTLY EMPLOYED AND SEEKING EMPLOYMENT, WHICH TEND TOWARD DISCOURAGEMENT IN TIMES OF SEVERE UNEMPLOYMENT.
MGMT: UML7500020

1507 ENRICHING THE QUALITY OF LIFE IN AMERICA 1976
SHAPIRO, I.S.
NATIONS BUSINESS, VOL.64, NO.6, JUNE 1976, P. 64-68.
CONSUMER INFORMATION, ECONOMICS, EMPLOYMENT, ENVIRONMENTAL PROTECTION, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, OUTLOOK, QUALITY OF LIFE, UNITED STATES
FORSEES A RICH FUTURE FOR AMERICA IN TERMS OF IMPROVED JOB OPPORTUNITIES, ECOLOGICAL CONCERN, EDUCATED CONSUMERS, AND IMPROVED EMPLOYER-EMPLOYEE RELATIONS.
MGMT: NA376F0064

1508 ENTHUSIASM, INTEREST, AND LEARNING--THE RESULTS OF GAME TRAINING, A STUDY OF SIMULATION TRAINING AT THE UNIVERSITY OF COLOPADO. APR67
PATTEN, RONALD J.;STEINMETZ, LAWRENCE L.
ACCOUNTING, ACHIEVEMENT, ADULT LEARNING, ADULT STUDENTS, CAREER CHOICE, COLLEGE STUDENTS, DECISION MAKING, EDUCATIONAL INTEREST, EVALUATION, INDUSTRIAL TRAINING, MANAGEMENT DEVELOPMENT, MANAGEMENT GAMES, PARTICIPANT SATISFACTION, RESEARCH, SEQUENTIAL LEARNING, SIMULATION, STUDENT ATTITUDES, TRAINING TECHNIQUES, BOULDER, UNIVERSITY OF COLORADO
AT THE UNIVERSITY OF COLORADOS SCHOOL OF BUSINESS, AN EVALUATION WAS MADE OF GAMING AS AN EFFECTIVE TRAINING DEVICE FOR LOWER RANKING MANAGEMENT AND RANK-AND-FILE PERSONNEL. PARTICIPANTS WERE COLLEGE STUDENTS AND PART-TIME STUDENTS, BELIEVED TO BE LIKE PERSONS INVOLVED IN MANAGEMENT TRAINING PROGRAMS AND PROGRAMS FOR RANK-AND-FILE EMPLOYEES. THE COURSE WAS INTRODUCTORY ACCOUNTING, DECISIONS BEING MADE ON FINANCE AND DISTRIBUTION FUNCTIONS OF A BUSINESS FIRM, THROUGH AN ACCOUNTING FEEDBACK SYSTEM, THESE DECISIONS RESULTED IN FINANCIAL DATA TO BE USED IN MAKING FURTHER DECISIONS. LEARNING AND ATTITUDES WERE COMPARED WITH THOSE OF STUDENTS TAUGHT THE SAME MATERIAL BY THE SAME PROFESSORS USING THE TRADITIONAL PRACTICE SET. THE GAME PARTICIPANTS TENDED TO SURPASS THEIR EXPECTATIONS, APPEARED TO LEARN MORE, LIKED THE COURSE, AND SEEMED TO BE INFLUENCED TOWARD CHOOSING A BUSINESS CAREER. THE NONGAME PARTICIPANTS EXPERIENCE FAILED TO MEET THEIR EXPECTATIONS OF THE COURSE. COMPANIES INTERESTED IN TRAINING EMPLOYEES IN MECHANISTIC ROUTINE WORK WOULD DO WELL TO CONSICER THE USE OF GAMES TO STIMULATE INTEREST AND REDUCE THE EXPENSE OF TRAINING (BY REDUCING THE NUMBER OF DROPOUTS AND FROM THE ECONOMIES OF THE SELF-TEACHING ASPECTS). THIS ARTICLE WAS PUBLISHED IN TRAINING AND DEVELOPMENT JOURNAL, APRIL 1967, A MONTHLY JOURNAL OF THE AMERICAN SOCIETY FOR TRAINING AND DEVELOPMENT, 313 PRICE PLACE, P.O. BOX 5307, MADISON, WISCONSIN 53705. (EB)
ERIC: ED012405

1509 THE ENTREPRENEURIAL DEVELOPMENT TRAINING CENTER, FINAL REPORT. 31 OCT 72
ENTREPRENEURIAL DEVELOPMENT TRAINING CENTER, PHILDELPHIA, PA. ECONOMIC DEVELOPMENT ADMINISTRATION (DOC), WASHINGTON, D.C.
CONTRACT NO. 111
NOTES: MICROFICHE FILE BY COM-72-11304
DEMONSTRATION PROGRAMS, VOCATIONAL TRAINING TERS, MANAGEMENT EDUCATION, MINORITY GROUPS, NEGRO BUSINESSES, BUSINESS ADMINISTRATION, COURSE CONTENT, VOCATIONAL COUNSELING, MANPOWER UTILIZATION, ENTREPRENEURIAL DEVELOPMENT TRAINING TER
THE REPORT DESCRIBES COURSES IN ENTREPRENEURSHIP AND MANAGEMENT FOR MINORITY GROUPS, INCLUDING COUNSELING AND POST GRADUATE SEMINARS. DESCRIPTIVE MATERIAL ABOUT THE TRAINING CENTER ORGANIZATION, FACILITIES, AND FINANCING IS INCLUDED. THIS DEMONSTRATION PROJECT SHOWS THE NEED FOR MANAGEMENT-TRAINED BLACKS IN THE MANPOWER MARKETPLACE. POSSIBILITIES FOR FUTURE TRAINING BY OTHER GROUPS ARE DISCUSSED. SYLLABUSES ON EACH CLASS, DATA ON THE 300 GRADUATES OF THE PROGRAM, AND A BIBLIOGRAPHY ARE APPENDED. (AUTHOR/MF)
AIM/ARM: VT019901 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 213 555, MF $.96, HC $3.00)

1510 ENTRY INTO THE AMERICAN LABOR FORCE. SEP 71
GRNSTEIN, MICHAEL D.
JOHNS HOPKINS UNIV., BALTIMORE, MD. CENTER FOR THE STUDY OF SOCIAL ORGANIZATION OF SCHOOLS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-2-7-061613-0207
NOTES: 670P.
ACADEMIC ACHIEVEMENT, BIOGRAPHICAL INVENTORIES, COMPARATIVE ANALYSIS, EMPLOYMENT EXPERIENCE, ENTRY WORKERS, FAMILY BACKGROUND, JOB TENURE, NEGROES, OCCUPATIONAL MOBILITY, RACIAL DIFFERENCES, SALARY DIFFERENTIALS, SOCIAL STATUS, SUCCESS FACTORS, WAGES, LABOR FORCE ENTRY
THIS ANALYSIS OF ENTRY INTO THE LABOR FORCE BY AMERICAN MEN BETWEEN THE AGES OF 30 AND 19 WAS BASED ON A SET OF ABOUT 1,600 RETROSPECTIVE LIFE HISTORY INTERVIEWS, APPROXIMATELY HALF FROM WHITES AND HALF FROM BLACKS. AT THE TIME OF ENTRY THE MEAN LEVEL OF WHITES EDUCATION WAS HIGHER THAN THAT OF BLACKS AND THIS WAS TRANSLATED INTO JOBS WITH HIGHER PRESTIGE FOR THE WHITES. WHEN EDUCATION WAS HELD CONSTANT THERE WAS LITTLE

(CONT.)
1510 DIFFERENCE BETWEEN THE FIRST JOB WAGES OF WHITES AND BLACKS. THE ONLY RACE DIFFERENCES AT THIS EARLY POINT WERE AMONG MEN WITH VERY HIGH LEVELS OF EDUCATION, WHERE WHITES HAD SIGNIFICANTLY BETTER JOBS. THE SOCIAL CLASS OF A RESPONDENTS FAMILY STRONGLY INFLUENCED HIS LEVEL OF EDUCATION BUT DID NOT AFFECT THE JOBS HE OBTAINED. IN THE 8 YEARS AFTER ENTRY, THE GAP BETWEEN WHITES AND BLACKS SPREAD TO THE LOWER LEVELS OF EDUCATION. THE TASKS MEN PERFORMED WERE LARGELY BASED ON THEIR LEVELS OF EDUCATION, BUT THEIR WAGES CAME INCREASINGLY TO BE DEPENDENT ON EXPERIENTIAL FACTORS, SO MEN WITH LIMITED AMOUNTS OF EDUCATION COULD EXPERIENCE CONSIDERABLE WAGE MOBILITY. THE FIRST JOBS OBTAINED AFTER ENTRY EXERTED A UNIQUE AND CONTINUING INFLUENCE ON LATER OCCUPATIONAL MOBILITY. (AUTHOR)
ERIC: ED055250

1511 ENTRY INTO THE LABOR MARKET THE PREPARATION AND JOB PLACEMENT OF NEGRO AND WHITE VOCATIONAL HIGH SCHOOL GRADUATES. DEC 70
HILLSMAN, SALLY TURNBULL
COLUMBIA UNIV., NEW YORK, N.Y. DEPT. OF SOCIOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 543P.; PH.D. DISSERTATION, COLUMBIA UNIV.
CAREER CHOICE, CAUCASIANS, CROSS CULTURAL STUDIES, ECONOMIC STATUS, ENTRY WORKERS, HIGH SCHOOL GRADUATES, HIGH SCHOOL ROLE, JOB PLACEMENT, LABOR MARKET, NEGRO YOUTH, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, PUERTO RICANS, RACIAL DISCRIMINATION, VOCATIONAL COUNSELING, VOCATIONAL HIGH SCHOOLS
THIS STUDY IS CONCERNED WITH THE ROLE OF EDUCATIONAL INSTITUTIONS AS MECHANISMS OF LABOR MARKET SELECTION, IN PARTICULAR THE ROLE OF HIGH SCHOOLS FOR TERMINAL GRADUATES. THE ASPECTS OF THIS PROCESS UNDER PRIMARY CONCERN ARE RACIAL DIFFERENCES IN ECONOMIC ACHIEVEMENT GENERATED AND SUSTAINED BY EDUCATIONAL INSTITUTIONS IN THEIR CAPACITY AS GATEKEEPERS TO THE ECONOMY. THE STUDY EXAMINED THE ECONOMIC SITUATION OF A GROUP OF URBAN YOUTH--WHITE, NEGRO AND PUERTO RICAN NEW YORK CITY VOCATIONAL GRADUATES--AT THEIR POINT OF ENTRY INTO THE LABOR MARKET AND DURING THEIR EARLY CAREER YEARS. EMPLOYMENT AND EARNINGS DATA OBTAINED FROM THEIR SOCIAL SECURITY RECORDS WAS USED. THE STUDY DESCRIBES THE HIGH SCHOOL OF FASHION INDUSTRIES IN NEW YORK CITY, A VOCATIONAL HIGH SCHOOL, AND DEMONSTRATES THE OUTCOME OF STRATEGIC DECISION-MAKING PROCESSES IN THE CAREERS OF STUDENTS ATTENDING THE SCHOOL AND EXPLAINS HOW THESE OUTCOMES COME ABOUT IN TERMS OF THE OPERATION OF THE SCHOOL. (AUTHOR)
ERIC: ED081987 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196 824, MF $1.45, HC $6.00)

1512 ENTRY-LEVEL HEALTH OCCUPATIONS DEVELOPMENT AND FUTURE APR 77
GOLDSTEIN, HAROLD M.;HOROWITZ, MORRIS A.
NORTHEASTERN UNIV., BOSTON, MASS. CENTER FOR MEDICAL MANPOWER STUDIES.;EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-42-25-72-10
NOTES: 103P
HEALTH OCCUPATIONS, ALLIED HEALTH PERSONNEL, NTISLABREU
!CONTENTS GENERAL CHARACTERISTICS OF ALLIED HEALTH PERSONNEL; UTILIZATION OF HEALTH PERSONNEL; THE IMPLICATIONS OF LICENSING AND CERTIFICATION; RESTRUCTURING ALLIED HEALTH OCCUPATIONS; COMPARISONS OF HEALTH MANPOWER UTILIZATION--UNITED STATES AND SELECTED EUROPEAN COUNTRIES; THE FUTURE OF ALLIED HEALTH MANPOWER.
NTIS: PB-269 790/2ST NTIS PRICES PC A06/MF A01

1513 ENVELOPE-MACHINE SET-UP MAN (PAPER GOODS) 641.780--TECHNICAL REPORT ON DEVELOPMENT OF USES TEST BATTERY. JUL 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, PRINTING, TEST RELIABILITY, TEST VALIDITY, ENVELOPE MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067410

1514 ENVIRONMENT AND THE POOR TOWARD MORE REALISTIC WELFARE POLICIES NOV 71
GOODWIN, LEONARD
CURRENT HISTORY;61;363;290-296, 307
DISADVANTAGED GROUPS, ECONOMIC DISADVANTAGEMENT, WELFARE, WELFARE PROBLEMS, WELFARE RECIPIENTS, WELFARE SERVICES, WORK ATTITUDES
ERIC: EJ056576

1515 THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) THE ROLE OF ENVIRONMENTAL FACTORS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM. 31 MAY 74
DEVINE, M. D.;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 29P.; FOR A RELATED DOCUMENT, SEE TM 003 890
ADJUSTMENT (TO ENVIRONMENT), CORRECTIONAL REHABILITATION, ENVIRONMENTAL INFLUENCES, INTERPERSONAL RELATIONSHIP, INTERVIEWS, ITEM ANALYSIS, PREDICTIVE VALIDITY, PRISONERS, RECIDIVISM, SOCIALLY DEVIANT BEHAVIOR, STATISTICAL ANALYSIS, TESTS, ENVIRONMENTAL DEPRIVATION SCALE
THIS REPORT DEALS WITH THE FURTHER VALIDATION OF THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) AS A PREDICTOR OF CRIMINAL BEHAVIOR AND RECIDIVISM. THE EDS MEASURES THE DEGREE OF SUPPORTIVE ENVIRONMENTAL INPUT THROUGH 16 ITEMS ASSESSING OCCUPATION, ORGANIZATIONAL ACTIVITIES, AND INTERPERSONAL RELATIONSHIPS. THE DATA WERE OBTAINED IN BEHAVIORAL INTERVIEWS WITH 128 PRISON RELEASEES AND VALIDATED AGAINST THE LAW ENCOUNTER SEVERITY SCALE, A FIVE-PART CONTINUOUS CRITERION OF CRIMINAL BEHAVIOR. THE EDS WAS FOUND TO BE HIGHLY PREDICTIVE OF LAW ENCOUNTERS IN TERMS OF TOTAL SCORE, CLUSTERS OF ITEMS, AND INDIVIDUAL ITEMS. THE RESULTS INDICATE THE INTERPERSONAL RELATIONSHIPS MAY PROVIDE THE MOST IMPORTANT CONTRIBUTION TO SUCCESSFUL POSTRELEASE ADJUSTMENT. THE MALADAPTIVE BEHAVIOR RECORD (MBR) AND WEEKLY ACTIVITY RECORD (WAR), RESPONSE COUNTERPARTS OF THE EDS WHICH MEASURE AN INDIVIDUALS BEHAVIOR IN RESPONSE TO HIS ENVIRONMENT, CORRELATE MODERATELY WITH THE EDS. (NTIS/RC)
ERIC: ED096342 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

1516 EQUAL APPRENTICESHIP OPPORTUNITIES THE NATURE OF THE ISSUE AND THE NEW YORK EXPERIENCE. NOV 68
MARSHALL, F. RAY;BRIGGS, VERNON M., JR.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C.
NOTES: 63P.
APPRENTICESHIPS, DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYER ATTITUDES, EMPLOYMENT, GOVERNMENT ROLE, LABOR UNIONS, MINORITY GROUPS, MOTIVATION, NEGROES, NEGRO YOUTH, ON THE JOB TRAINING, ORGANIZATIONS (GROUPS), RACIAL SEGREGATION, RECRUITMENT, SUCCESS FACTORS, YOUTH, NEW YORK CITY, WORKERS DEFENSE LEAGUE
THE MAIN ISSUES IN THIS STUDY ARE THE PAUCITY OF BLACK APPRENTICES AND THE TRANSFERABILITY OF SUCCESS ACHIEVED IN NEW YORK BY THE WORKERS DEFENSE LEAGUE (WDL) TO OTHER PLACES. THE PAPER (1) OUTLINES THE GENERAL NATURE OF APPRENTICESHIP IN THE UNITED STATES; (2) DISCUSSES THE REASON FOR THE LOW PARTICIPATION OF THE BLACKS IN THESE PROGRAMS IN THE PAST; (3) ANALYZES IN DETAIL THE NEW YORK EXPERIENCE; AND (4) OFFERS SOME CONCLUSIONS CONCERNING A MODEL PERMANENT PROGRAM TO GET MORE BLACKS INTO APPRENTICESHIP PROGRAMS. LACK OF PREPARATION, QUALIFICATIONS, AND AWARENESS OF THE PROGRAM, DISCRIMINATION, AND SEGREGATION WERE AMONG THE LEADING FACTORS OF PAUCITY OF BLACK APPRENTICES. THE ANALYSIS OF THE NEW YORK EXPERIENCE EMPHASIZED THAT THE FUNDAMENTAL SOLUTIONS TO BLACK EMPLOYMENT PATTERNS WILL REQUIRE POLICIES WHICH CAUSE BASIC CHANGES IN THOSE ATTITUDES AND PROCEDURES WHICH HAVE CAUSED MINORITY GROUPS TO BE BARRED FROM MANY EMPLOYMENT OPPORTUNITIES. A CONCLUSION WAS ALSO REACHED THAT IT WAS POSSIBLE TO TRANSFER THE WDL EXPERIENCE TO OTHER PLACES. (PT)
ERIC: ED040322 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX 1567, ANN ARBOR, MICHIGAN 48106 ($1.25)

1517 EQUAL EMPLOYMENT AND THE INTERVIEW 1976
DIPBOYE, R.L.; ARVEY, R.D.; TERPSTRA, D.E.
PERSONNEL JOURNAL, VOL955, NO.10, OCT 1976, P. 520-522+, BIBLIOG. 16
DISCRIMINATION, EEO, EMPLOYMENT POLICY, INDUSTRIAL RELATIONS, WOMEN
INTERVIEW TECHNIQUES CAN CAUSE BIAS AND LEAD TO LITIGATION UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964. EXAMPLES OF POSSIBLE AREAS OF CONTENTION.
MGMT: PEJ7650520

1518 EQUAL EMPLOYMENT IN URBAN GOVERNMENTS: THE POTENTIAL PROBLEM OF INTERMINORITY COMPETITION 1975
HALL, G.; SALTZSTEIN, A.
PUBLIC PERSONNEL MANAGEMENT, VOL.4, NO.6, NOV-DEC 1975, P. 386-393, BIBLIOG. 5
CITIES, EEO, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, LOCAL GOVERNMENT, MINORITIES, PUBLIC ADMINISTRATION
AN ANALYSIS OF THE MINORITY COMPOSITION OF CITY EMPLOYMENT IN TEXAS. ALSO A METHODOLOGY PRESENTED WHICH IS HELPFUL IN DETERMINING POTENTIAL PROBLEMS ASSOCIATED WITH EQUAL EMPLOYMENT IMPLEMENTATION IN CITIES.
MGMT: PP47540386

1519 EQUAL EMPLOYMENT OPPORTUNITIES, SELECTED PAPERS AND ANNOTATED BIBLIOGRAPHIES. 66
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.
NOTES: 166P.
ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), INDEXING, JOB APPLICANTS, JOB APPLICATION, LABOR UNIONS, LITERATURE REVIEWS, MINORITY GROUPS, NEGRO EMPLOYMENT, NEGROES, RESEARCH, TESTING PROBLEMS, TESTS, TEST VALIDITY, THESAURI
IN AN ASSESSMENT OF THE SUITABILITY OF THE FACETED STRUCTURE OF WRU EDUCATION THESAURUS AS A FRAMEWORK FOR PREPARATION OF A THESAURUS OF ECONOMIC OPPORTUNITY TERMS THE STUDY IS

(CONT.)
1519 BRIEFLY DESCRIBED, COUNTS OF THE 1779 TERMS EXTRACTED FROM TEXTUAL MATERIAL ON ECONOMIC OPPORTUNITY ARE GIVEN BY FACETS AND SUBFACETS, AND FREE INDEXING TERMS ARE LISTED FOR 11 ARTICLES. IN PROBLEMS, RESEARCH, AND RECOMMENDATIONS IN THE EMPLOYMENT TESTING OF MINORITY APPLICANTS, MOLLY R. NEWCOMB REVIEWS THE LITERATURE TO EXAMINE THE INCIDENCE AND IMPORTANCE OF THE PROBLEM, IDENTIFY THE TYPES OF PROBLEMS MINORITY GROUP APPLICANTS HAVE WITH TESTS, SUGGEST SOLUTIONS TO THE MINORITY TESTING PROBLEM, DISCUSS PROBLEMS UNIQUE TO THE CIVIL SERVICE SYSTEMS, AND DERIVE RECOMMENDATIONS FOR IMPROVING THE MINORITY TESTING SITUATION. SELECTED ANNOTATED BIBLIOGRAPHIES COVER THREE ASPECTS OF MINORITY EMPLOYMENT--(1) THE NEGRO AND ORGANIZED LABOR, 93 REFERENCES, (2) TESTING MINORITY GROUP JOB APPLICANTS, 33 REFERENCES, AND (3) THE NEGRO AND EMPLOYMENT, 169 REFERENCES. INCLUDED IN THE BIBLIOGRAPHIES ARE BOOKS, JOURNALS, PERIODICALS, PAMPHLETS, RESEARCH REPORTS, AND NEWSPAPERS DATING FROM 1951 THROUGH 1966 WITH MOST IN THE 1960S. (ET)
ERIC: ED016068

1520 EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAMS IMPLICATIONS FOR INDUSTRIAL HEALTH ORGANIZATIONS FEB 75
ZANER, THEODORE
OCCUPATIONAL HEALTH NURSING:23:3:16-19
EMPLOYMENT OPPORTUNITIES, MINORITY GROUPS, WORKING WOMEN, INDUSTRIAL PERSONNEL, HEALTH PERSONNEL, AFFIRMATIVE ACTION, CIVIL RIGHTS, EMPLOYMENT PROBLEMS, FEDERAL GOVERNMENT, FEDERAL COURT LITIGATION
EXAMINES PRESENT EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND AFFIRMATIVE ACTION (AA) PROGRAMS, ASSERTING THAT BELIEFS AND VALUE SYSTEMS INFLUENCE THEIR FORM AND DIRECTION AND ADVOCATING THAT THE PERCEPTIONS BY MANAGEMENT OF MINORITIES AS WORKERS BE CHANGED BY TEACHING EQUALITY, WORKING TOGETHER, AND APPLYING THE CONCEPT OF HUMAN RESOURCES. AVAILABLE FROM AMERICAN ASSOCIATION OF INDUSTRIAL NURSES, INC., 6900 GROVE ROAD, THOROFARE, NEW JERSEY 08086 . (AUTHOR/JM)
ERIC: EJ132051

1521 EQUAL EMPLOYMENT OPPORTUNITY PROGRAM DEVELOPMENT MANUAL JUL 74
BOYER, JACQUE K.;GRIGGS, EDWARD
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. LEAA-J-LEAA-015-73
NOTES: 253P
EQUAL EMPLOYMENT OPPORTUNITIES, PROGRAM IMPLEMENTATION, NTISJDLEAA
PART I PRESENTS BASIC INFORMATION AS TO THE PURPOSE OF THE GUIDELINES, DETERMINING WHICH AGENCIES MUST PREPARE EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS, DEFINITION OF AN EQUAL EMPLOYMENT OPPORTUNITY PROGRAM AND ITS CONTENTS, PROGRAM CERTIFICATE FILING REQUIREMENTS, AND REVIEW AND ENFORCEMENT PROCEDURES. PART II PRESENTS THE PUBLISHED LEAA EQUAL EMPLOYMENT OPPORTUNITY GUIDELINES AND A BRIEF AND SIMPLE SET OF REFERENCES TO FEDERAL LAWS AND REGULATIONS DIRECTLY RELEVANT TO EQUAL EMPLOYMENT OPPORTUNITY. PART III DISCUSSES THE REQUIRED CONTENT OF EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS AND RECOMMENDS PROCEDURE, FORMS AND TECHNIQUES FOR THE DEVELOPMENT. THE APPENDIX PRESENTS A SET OF SUGGESTED FORMS FOR COLLECTING INFORMATION FOR FUTURE USE IN PREPARING OR REVIEWING AN EQUAL EMPLOYMENT OPPORTUNITY PROGRAM, AND A VARIETY OF DOCUMENTS SELECTED FOR THEIR POTENTIAL FOR ASSISTING IN THE DEVELOPMENT OF PROGRAMS OF HIGH QUALITY AND FOR PROVIDING MORE COMPLETE PRESENTATION OF DOCUMENTS REFERRED TO IN THE BODY OF THE MANUAL.
NTIS: PB-239 653/9ST NTIS PRICES PC$8.50/MF$2.25

1522 EQUAL EMPLOYMENT OPPORTUNITY, 1968 REPORT. 68
WISCONSIN STATE DEPT. OF INDUSTRY, LABOR AND HUMAN RELATIONS, MADISON.
NOTES: 69P.
COMPARATIVE STATISTICS, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), ETHNIC GROUPS, INDUSTRY, JOBS, LABOR FORCE, MINORITY GROUPS, RURAL URBAN DIFFERENCES, SEX DIFFERENCES, STATE SURVEYS, WISCONSIN
THE EQUAL EMPLOYMENT OPPORTUNITY SURVEY REPORTED EMPLOYMENT LEVELS AND INFORMATION IN THE STATE OF WISCONSIN FOR 1968. A SAMPLE OF 2,132 BUSINESS FIRMS EMPLOYING 532,231 PERSONS TOOK PART IN THE SURVEY. INFORMATION CATEGORIES WERE (1) MINORITY GROUP EMPLOYMENT, (2) MAJOR INDUSTRY GROUP FIRMS, (3) WOMEN IN EMPLOYMENT, (4) EMPLOYMENT BY JOB CATEGORIES, (5) APPRENTICES AND ON-THE-JOB TRAINEES, AND (6) AREA EMPLOYMENT. A DETAILED ANALYSIS OF THE DATA IS PRESENTED AS A SEPARATE SECTION OF THE REPORT. (TL)
ERIC: ED033917

1523 EQUAL OPPORTUNITY CAREER COUNSELING A PRACTICAL APPROACH APR 77
KRUPSAK, MARY ANNE
BUSINESS EDUCATION FORUM:31:7:27-28
EQUAL OPPORTUNITIES (JOBS), VOCATIONAL COUNSELING, OCCUPATIONAL GUIDANCE, EDUCATIONAL NEEDS, INDIVIDUAL NEEDS, FEMALES, SECONDARY EDUCATION, HIGHER EDUCATION, SEX DISCRIMINATION, WORKING WOMEN
A DISCUSSION OF HOW THE ACHIEVEMENT OF TRUE EQUAL JOB OPPORTUNITIES FOR WOMEN IS A VERY COMPLEX PROBLEM REQUIRING NEW FLEXIBILITY IN ATTITUDES AND SOCIETAL ARRANGEMENTS. (MJ)
ERIC: EJ158304

1524 EQUAL OPPORTUNITY FOR DISABLED VETERANS MAR 75
RICHARDS, JOHN
MANPOWER:7:3:15-22
EQUAL OPPORTUNITIES (JOBS), VETERANS, PHYSICALLY HANDICAPPED, EMPLOYMENT PROBLEMS,

(CONT.)
1524 EMPLOYMENT SERVICES, UNEMPLOYED, EMPLOYER ATTITUDES, JOB APPLICANTS, NEEDS, SEVERELY HANDICAPPED)
SINCE SEVERELY DISABLED VETERANS HAVE THE GREATEST EMPLOYMENT PROBLEMS, INCREASED EFFORTS IN THEIR BEHALF ARE RECOMMENDED. IMPROVED EMPLOYMENT SERVICE ACTIVITIES FOR VETERANS AND MORE EXTENSIVE AND INTENSIVE JOB DEVELOPMENT ARE SORELY NEEDED. (MW)
ERIC: EJ113724

1525 EQUAL OPPORTUNITY IN EMPLOYMENT 66
BULLOCK, PAUL
NOTES: 122P.
ADMINISTRATOR ROLE, CIVIL RIGHTS LEGISLATION, COMMUNITY INVOLVEMENT, EMPLOYMENT, EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), LABOR UNIONS, MERIT RATING PROGRAMS, MINORITY GROUPS, MINORITY ROLE, NEGRO EMPLOYMENT, UNEMPLOYMENT, WAGES
THIS BOOK FOCUSES ON DISCRIMINATION IN EMPLOYMENT, DEFINED AS THE DENIAL OF EQUAL OPPORTUNITY IN THE LABOR MARKET TO QUALIFIED PERSONS ON THE BASIS OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, AGE, SEX, OR ANY OTHER FACTOR NOT RELATED TO THEIR INDIVIDUAL QUALIFICATIONS FOR WORK. THE AVERAGE NONWHITE COLLEGE GRADUATE CAN EXPECT TO EARN LESS DURING HIS LIFETIME THAN THE WHITE WHO HAS NEVER GONE BEYOND ELEMENTARY SCHOOL. TRADITIONAL PATTERNS OF DISCRIMINATION HAVE CAUSED COUNSELORS AND PARENTS TO DISCOURAGE MINORITY GROUP YOUNGSTERS FROM CHOOSING CLOSED OCCUPATIONS, AND IT IS IMPORTANT THAT THESE YOUNG PEOPLE BE INFORMED OF OPPORTUNITIES AND TRAINED TO TAKE ADVANTAGE OF THEM. THIS PAMPHLET DISCUSSES SIGNIFICANT DEVELOPMENTS AFFECTING EQUAL EMPLOYMENT OPPORTUNITIES SINCE 1960 AT THE FEDERAL AND STATE LEVEL, AND SPECIAL STUDIES AND SURVEYS, USING CURRENT STATISTICAL AND FACTUAL INFORMATION. THE ORIGIN AND NATURE OF MERIT EMPLOYMENT BY PRIVATE EMPLOYERS, AND GOVERNMENT AND PRIVATE TECHNIQUES USED TO IMPLEMENT IT ARE DESCRIBED. WHEREVER MANAGEMENT HAS ESTABLISHED A FIRM POLICY OF MERIT EMPLOYMENT, THE RESULTS HAVE ALMOST INVARIABLY BEEN REMEDIAL AND BENEFICIAL. (CH)
AIM/ARM: VT003234

1526 EQUAL OPPORTUNITY IN EMPLOYMENT. 71
CIVIL SERVICE COMMISSION, WASHINGTON, D. C. LIBRARY.
NOTES: 139P.
ANNOTATED BIBLIOGRAPHIES, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), FEDERAL GOVERNMENT, FEDERAL PROGRAMS, GOVERNMENT PUBLICATIONS, GOVERNMENT ROLE, HANDICAPPED, MINORITY GROUPS, OLDER ADULTS, PERSONNEL, SEX DISCRIMINATION, VOCATIONAL DEVELOPMENT
THIS ANNOTATED BIBLIOGRAPHY, A GOVERNMENT PUBLICATION, UPDATES EARLIER PERSONNEL BIBLIOGRAPHIES ON THE SUBJECT OF EQUAL OPPORTUNITY IN EMPLOYMENT. TOPICS COVERED INCLUDE (1) EMPLOYMENT PROGRAMS FOR MINORITY GROUPS, FOCUSING ON GOVERNMENT PROGRAMS, EMPLOYMENT PRACTICES, PROGRAMS FOR THE DISADVANTAGED, AND PROFESSIONAL AND EXECUTIVE POSITIONS, (2) THE HANDICAPPED, DIVIDED INTO SPECIFIC CATEGORIES, (3) THE OLDER WORKER, AND (4) SELECTED BOOKS AND ARTICLES ON THE EMPLOYMENT OF WOMEN, INCLUDING WOMEN IN THE FEDERAL GOVERNMENT AND CAREER OPPORTUNITIES FOR WOMEN AT THE EXECUTIVE, MANAGERIAL, AND PROFESSIONAL LEVELS. (AG)
ERIC: ED069916 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (S/N 0600-0614, $1.25)

1527 EQUAL OPPORTUNITY--PLANNING AND MANAGING THE PROCESS OF CHANGE APR 77
GERY, GLORIA J.
PERSONNEL JOURNAL;56:4:184-185,188-191,203
MANAGEMENT, FEMALES, MINORITY GROUPS, EQUAL OPPORTUNITIES (JOBS), ORGANIZATIONAL CHANGE, EMPLOYER ATTITUDES, CHANGING ATTITUDES, EMPLOYMENT PROBLEMS, LEGAL RESPONSIBILITY, CHANGE STRATEGIES
A COMPREHENSIVE APPROACH TO EQUAL OPPORTUNITY PLANNING AND INTERPRETATION IS SUGGESTED THAT FOCUSES ON ORGANIZATIONAL AND SOCIAL PROCESSES NECESSARY TO ACHIEVE PERMANENT RESULTS. ORGANIZATIONAL, INTERPERSONAL, AND INTRAPERSONAL BARRIERS TO CHANGE ARE DISCUSSED. (TA)
ERIC: EJ156703

1528 EQUAL OPPORTUNITY-PLANNING AND MANAGING THE PROCESS OF CHANGE 1977
GERY, G.J.
PERSONNEL JOURNAL, VOL.56, NO.4, APRIL 1977, P. 184-191+.
EEO, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT TRAINING, MANAGER BEHAVIOR, MINORITIES, SOCIAL CHANGE, WOMEN
EXAMINES THE BARRIERS TO CHANGE THAT EXIST FOR WOMEN AND MINORITIES AND HOW TO ESTABLISH A FRAMEWORK FOR A RESPONSIBLE MANAGEMENT APPROACH TO EQUAL OPPORTUNITY FOR ALL.
MGMT: PEJ7700134

1529 EQUAL PAY ACT WAGE DIFFERENTIALS FOR TIME OF DAY WORKED 74
STANFORD, RICHARD ALAN
HOUSTON LAW REVIEW;12:222-31
EQUAL OPPORTUNITIES (JOBS), SEX DISCRIMINATION, SALARY DIFFERENTIALS, WAGES, SUPREME COURT LITIGATION, FEMALES, FEDERAL LEGISLATION, EMPLOYMENT OPPORTUNITIES, JOB DEVELOPMENT, LEGAL RESPONSIBILITY, CORNING GLASS WORKS, EQUAL PAY ACT
THE SUPREME COURT HELD IN CORNING GLASS WORKS CASES INVOLVING MALE ONLY EMPLOYEES FOR NIGHT SHIFTS THAT THE TIME OF DAY WORKED COULD CONSTITUTE A FACTOR OTHER THAN SEX WHEREBY THE WAGE DIFFERENTIAL MIGHT QUALIFY AS AN EXCEPTION UNDER THE EQUAL PAY ACT. SHIFT DIFFERENTIALS COULD BE LEGAL IF PROVEN TO BE NONDISCRIMINATORY. (LBH)
ERIC: EJ143146

1530 EQUAL PAY FOR EQUAL WORK: WOMEN IN SPECIAL LIBRARIES. 76
SPECIAL LIBRARIES ASSOCIATION, NEW YORK, N.Y.
NOTES: 14P.
EQUAL OPPORTUNITIES (JOBS), EQUAL PROTECTION, FEMALES, JOB DEVELOPMENT, LAWS, LIBRARIANS, PAMPHLETS, SALARIES, SALARY DIFFERENTIALS, SEX DISCRIMINATION, SPECIAL LIBRARIES, WORKING WOMEN, CANADA, UNITED STATES
THE SPECIAL LIBRARIES ASSOCIATION (SLA) PROVIDES INFORMATION ON ACHIEVING EQUAL PAY FOR EQUAL WORK FOR WOMEN LIBRARIANS IN SPECIAL LIBRARIES. A 1973 SLA STUDY IS CITED TO SHOW PAY DIFFERENCES BETWEEN MEN AND WOMEN. THEN RELEVANT LEGISLATION AND EXECUTIVE ORDERS ARE LISTED FOR THE UNITED STATES, ALONG WITH SIMILAR LEGISLATION FOR CANADA. ATTENTION IS ALSO GIVEN TO THE PROBLEMS OF THE LIBRARIAN IN A ONE-PERSON LIBRARY AS WELL AS TO DEFINING EQUAL WORK AND TO DETERMINING IF ONE IS FAIRLY PAID. EIGHT STEPS ARE OUTLINED FOR THE INDIVIDUAL WHO WISHES TO ACHIEVE SALARY PARITY, AND FIVE STEPS ARE SUGGESTED FOR ENDING SALARY INEQUITIES IN THE ORGANIZATION. FINALLY, LEGAL ALTERNATIVES IN THE U.S. AND CANADA ARE DESCRIBED. SOURCES OF INFORMATION AND HELP ARE INCLUDED ALONG WITH A BIBLIOGRAPHY. (LS)
ERIC: ED121237 SPECIAL LIBRARIES ASSOCIATION, 235 PARK AVENUE SOUTH, NEW YORK, NEW YORK 10003

1531 EQUAL RIGHTS AMENDMENT: PRO CON 1975
GORDON, E.; CAMPING, T.
STATE GOVERNMENT, VOL.48, NO.2, SPRING 1975, P. 104-108.
DISCRIMINATION, EMPLOYMENT POLICY, EQUAL RIGHTS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LEGISLATION, MINORITIES, WOMEN IN BUSINESS
ARGUMENTS PRO AND CON THE EQUAL RIGHTS AMENDMENT INCLUDE WOMENS POSITION, STATES RIGHTS AND ITS EFFECTS ON FAMILY RELATIONSHIPS.
MGMT: STG7580104

1532 EQUALITY OF OPPORTUNITY IN MANPOWER PROGRAMS. REPORT OF ACTIVITY UNDER TITLE VI OF THE CIVIL RIGHTS ACT OF 1964. SEP 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 54P.
CIVIL RIGHTS LEGISLATION, EMPLOYMENT, EMPLOYMENT PATTERNS, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, JOB TRAINING, LAW ENFORCEMENT, MANPOWER DEVELOPMENT, MINORITY GROUPS, PROGRAM DESCRIPTIONS, SOCIAL DISCRIMINATION, UNEMPLOYMENT, CIVIL RIGHTS ACT OF 1964
THE MANPOWER ADMINISTRATION MAINTAINS MANPOWER PROGRAMS AND DEVELOPS MANPOWER PLANS AND POLICY THROUGH ITS CONSTITUENT BUREAUS OR OFFICES BUREAU OF APPRENTICESHIP AND TRAINING, BUREAU OF WORK-TRAINING PROGRAMS, BUREAU OF EMPLOYMENT SECURITY, OFFICE OF MANPOWER POLICY, EVALUATION AND RESEARCH (SINCE ABSORBED AS THE ADMINISTRATIONS STAFF), AND OFFICE OF FINANCIAL AND MANAGEMENT SERVICES. TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 PROVIDES IN SECTION 601 THAT NO PERSON IN THE UNITED STATES SHALL, ON THE GROUND OF RACE, COLOR, OR NATIONAL ORIGIN, BE EXCLUDED FROM PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE SUBJECTED TO DISCRIMINATION UNDER ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE. TO THIS END, THE DEPARTMENT OF LABOR HAS ESTABLISHED IN THE OFFICE OF THE SECRETARY OF LABOR, THE OFFICE OF EQUAL OPPORTUNITY MANPOWER PROGRAMS AND HAS DELEGATED TO THE SPECIAL ASSISTANT IN CHARGE OF THIS OFFICE THE RESPONSIBILITY TO DIRECT AND COORDINATE THE DEPARTMENTS CIVIL RIGHTS PROGRAMS. THE PRESENT AND FUTURE IMPACT OF THIS OFFICE AND SOME OF ITS PROBLEMS AND ACCOMPLISHMENTS ARE DISCUSSED. (CH)
ERIC: ED029130

1533 EQUALIZING ADVANCEMENT BETWEEN WOMEN AND MEN ALG 73
WELLS, THEODORA
TRAINING AND DEVELOPMENT JOURNAL;27:9:20-4
SEX DISCRIMINATION, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT OPPORTUNITIES, LEADERSHIP TRAINING, JOB DEVELOPMENT, EQUAL PROTECTION, CIVIL RIGHTS, EMPLOYMENT QUALIFICATIONS
AUTHOR POINTS OUT THAT WE ARE JUST BEGINNING TO SEE THE IMPLICATIONS OF EQUALIZING ADVANCEMENT OPPORTUNITIES, AND DISCUSSES THE SPECIFIC NEEDS FOR RESEARCH IN THIS AREA. (EDITOR/GS)
ERIC: EJ081250

1534 EQUITY OF ACCESS--BRINGING MANPOWER SERVICES TO RURAL RESIDENTS F 73
ODELL, CHARLES E.
RURAL MANPOWER DEVELOPMENTS:3-6
RURAL POPULATION, MANPOWER DEVELOPMENT, FARM LABOR PROBLEMS, FEDERAL PROGRAMS, RURAL AREAS, AGRICULTURAL LABORERS, EMPLOYMENT SERVICES, GOVERNMENT (ADMINISTRATIVE BODY), AGENCIES, MANPOWER PROGRAMS
RURAL MANPOWER PROGRAMS ARE REVIEWED. (MS)
ERIC: EJ089092

1535 EQUIVALENCY AND PROFICIENCY TESTING. A DESCRIPTIVE COMPILATION OF EXISTING TESTING PROGRAMS IN ALLIED HEALTH AND OTHER HEALTH OCCUPATIONS, WITH AN ANNOTATED BIBLIOGRAPHY. 71
NATIONAL INSTITUTES OF HEALTH (DHEW), BETHESDA, MD. DIV. OF ALLIED HEALTH MANPOWER.
NOTES: 47P.
ANNOTATED BIBLIOGRAPHIES, EQUIVALENCY TESTS, HEALTH OCCUPATIONS, HEALTH PERSONNEL, JOB PLACEMENT, MANPOWER UTILIZATION, TESTING PROGRAMS, PROFICIENCY TESTS
THE USE OF TESTS TO EQUATE KNOWLEDGE, EXPERIENCE, AND SKILL WITH PRESCRIBED LEVELS OF FORMAL TRAINING, AND TO MATCH PEOPLE WITH JOBS ON THE BASIS OF MEASURABLE ABILITY TO PERFORM THEM, HAS RECEIVED INCREASING ATTENTION BY THOSE CONCERNED WITH MANPOWER

(CONT.)

1535 SHORTAGES IN HEALTH-RELATED OCCUPATIONS. BASIC TO THE CONCEPT OF CAREER MOBILITY IS THE NEED TO EVALUATE THE INDIVIDUALS ABILITIES BY PROFICIENCY AND EQUIVALENCY TESTS IN ORDER TO ALLOW HIS ADVANCEMENT TO THE APPROPRIATE RUNG OF THE CAREER LADDER. THIS DOCUMENT INCLUDES AN EXTENSIVE REPORT ON TESTING PROGRAMS OF FEDERAL AND STATE LICENSURE EXAMINATIONS, PROFICIENCY/EQUIVALENCY EXAMINATIONS, AND A NUMBER OF CERTIFICATION EXAMINATIONS OF NATIONAL BOARDS AND REGISTRIES IN THE MEDICAL LABORATORY FIELD AND IN OTHER FIELDS. TESTING PROGRAMS IN OTHER RELATED FIELDS WHICH ARE DISCUSSED INCLUDE THE U.S. CIVIL SERVICE COMMISSION EXAMINATION, TESTS OF GENERAL EDUCATION DEVELOPMENT (GED) AND THE TRADE AND INDUSTRIAL TEACHERS COMPETENCY EXAMINATIONS. A NINE-SECTION ANNOTATED BIBLIOGRAPHY INCLUDES 108 ENTRIES. (AUTHOR/GEB)
AIM/ARM: VT013120

1536 ESOPUS PREP, A RESIDENTIAL SCHOOL FOR SERIOUSLY DISADVANTAGED YOUTH. FINAL REPORT. MAY 69
NEW YORK CITY HUMAN RESOURCES ADMINISTRATION, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 234P.
CULTURALLY DISADVANTAGED, DELINQUENCY, DROPOUT PROGRAMS, DROPOUT REHABILITATION, MOTIVATION, PILOT PROJECTS, PREVOCATIONAL EDUCATION, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, REMEDIAL INSTRUCTION, RESIDENTIAL SCHOOLS, VOCATIONAL COUNSELING, NEW YORK CITY
A 2-YEAR PROJECT WAS DESIGNED TO (1) ASSESS THE FEASIBILITY AND RELATIVE EFFECTIVENESS OF THREE CAMP-SETTING-RESIDENTIAL, PREVOCATIONAL YOUTH MANPOWER DEVELOPMENT PROGRAMS OF VARYING DURATIONS, (2) DEVELOP THE TRAINABILITY POTENTIAL OF HARD-CORE SCHOOL DROPOUT YOUNGSTERS, AND (3) INVESTIGATE THE FEASIBILITY OF DEVELOPING NEW NON-TRADITIONAL CURRICULUM MATERIALS. THIS PREP SCHOOL FOR THE POOR FOCUSED ON REACHING THE MOST SERIOUSLY DEPRIVED YOUTH WITH A PROGRAM OF REMEDIAL EDUCATION, PREVOCATIONAL ORIENTATION, COUNSELING AND RESIDENTIAL LIVING. ONE OF THE BASIC GOALS OF THE PROGRAM WAS TO REMEDY EDUCATIONAL DEFICIENCIES TO THE POINT WHERE THE TRAINEE HAD THE CHOICE OF CONTINUING HIS EDUCATION OR SEEKING EMPLOYMENT IN THE EXISTING JOB MARKET. (AUTHOR)
ERIC: ED057230 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 199 435, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

1537 AN ESSAY ON THE HISTORY AND MANAGEMENT OF LITERARY, SCIENTIFIC, & MECHANICS INSTITUTIONS. 70
HOLE, JAMES
NOTES: 186P.; THE SOCIAL HISTORY OF SCIENCE NO. 5
ADULT EDUCATION, CONTINUING EDUCATION CENTERS, COST EFFECTIVENESS, CULTURAL ENRICHMENT, CULTURALLY DISADVANTAGED, EDUCATIONAL OBJECTIVES, ESSAYS, HISTORY, JOB SKILLS, LABOR UNIONS, MANAGEMENT, SKILLED WORKERS, TEACHING METHODS, VOCATIONAL EDUCATION, ENGLAND, MECHANICS INSTITUTES
THE OBJECT OF THIS ESSAY IS TO ESTABLISH THE RIGHT OF THE WORKING CLASS TO A POPULAR CULTURE. IT WAS WRITTEN IN REACTION TO THE GREAT DISPARITY WHICH EXISTED IN ENGLAND BETWEEN THE PROGRESS ACHIEVED IN TERMS OF MATERIAL WEALTH AND THE LOW MORAL AND INTELLECTUAL STATE OF THOSE WHOSE LABOR HAD PRODUCED IT. CHAPTER I, HISTORY, DELVES INTO THE ORIGIN OF THE MECHANICS INSTITUTES. CHAPTER II, OBJECTS AND METHODS OF ADULT INSTRUCTION, DISCUSSES THE TWOFOLD CHARACTER OF AN ARTISANS EDUCATION. CHAPTER III, BUSINESS MANAGEMENT, DESCRIBES METHODS OF IMPROVING THE FINANCIAL POSITION OF THE INSTITUTES. FINALLY, CHAPTER IV, UNION OF INSTITUTES, DISCUSSES THE IMPORTANCE AND NATURE OF THE UNIONS, BOTH ENGLISH AND AMERICAN. (CK)
ERIC: ED058529 FRANK CASS & CO., LTD., 67 GREAT RUSSELL STREET, LONDON WC1B 3BT, ENGLAND (63 SHILLINGS NET)

1538 ESSAYS ON OCCUPATIONAL EDUCATION IN THE TWO-YEAR COLLEGE. JAN 70
GILLIE, ANGELO C.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. DEPT. OF VOCATIONAL EDUCATION.
NOTES: 169P.
ASSOCIATE DEGREES, CURRICULUM DESIGN, DISADVANTAGED YOUTH, EVALUATION NEEDS, INSTRUCTIONAL PROGRAM DIVISIONS, JUNIOR COLLEGES, RESEARCH NEEDS, TECHNICAL EDUCATION, URBAN YOUTH, VOCATIONAL EDUCATION
THE EIGHT ESSAYS IN THIS DOCUMENT CONCERN OCCUPATIONAL EDUCATION IN THE 2-YEAR COLLEGE. THE FIRST TWO ESSAYS PRESENT AN OVERVIEW OF THE COMMUNITY COLLEGE AND ITS ROLE IN PROVIDING POST-SECONDARY OCCUPATIONAL EDUCATION FOR CONTEMPORARY AMERICAN SOCIETY. THREE ESSAYS CONCERN THE CURRICULUM FOR OCCUPATIONAL EDUCATION, EMPHASIZING THE NEEDS OF URBAN AND ALIENATED YOUTH. THE FINAL THREE ESSAYS DEAL WITH THE FUTURE OF OCCUPATIONAL EDUCATION, INCLUDING THE FUTURE ROLE OF THE UNIVERSITY AND THE INCREASED NEED FOR RESEARCH AND EVALUATION. A CASE IS MADE IN THE FINAL ESSAY FOR A 6-4-4 CONFIGURATION OF AMERICAN EDUCATION, WITH SIX YEARS IN ELEMENTARY SCHOOL, FOUR IN SECONDARY SCHOOL, AND FOUR IN JUNIOR COLLEGE. THE AUTHOR FEELS THAT THIS CONFIGURATION REFLECTS THE TREND TOWARD REPLACING HIGH SCHOOL DIPLOMAS WITH AN ASSOCIATE DEGREE AS THE MINIMUM EDUCATIONAL CERTIFICATE. THIS WOULD HAVE A POSITIVE EFFECT ON OCCUPATIONAL EDUCATION. (MC)
ERIC: ED037210 DEPARTMENT OF VOCATIONAL EDUCATION, 250 CHAMBERS BUILDING, THE PENNSYLVANIA STATE UNIVERSITY, UNIVERSITY PARK, PENNA. 16802 ($2.00)

1539 ESSAYS ON THE PUBLIC EMPLOYMENT PROGRAM IN RURAL AREAS. CENTER FOR RURAL MANPOWER AND

PUBLIC AFFAIRS SPECIAL PAPER NO. 17. OCT 73
JOHNSON, DEBORAH, ED.;MOSER, COLLETTE, ED.
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 95P.; FOR RELATED DOCUMENTS, SEE RC 008 323 AND 324
EMPLOYMENT PROBLEMS, ESSAYS, INTERAGENCY COORDINATION, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, POLICY FORMATION, PROGRAMS DEVELOPMENT, RESEARCH PROPOSALS, RESERVATIONS (INDIAN), REVENUE SHARING, RURAL AREAS, SOUTHERN STATES, UNEMPLOYMENT, EMERGENCY EMPLOYMENT ACT, PUBLIC EMPLOYMENT PROGRAMS
THESE EIGHT ESSAYS ON THE PUBLIC EMPLOYMENT PROGRAM (PEP) WERE WRITTEN BY MEMBERS OF THE RURAL MANPOWER POLICY RESEARCH CONSORTIUM. ESSAYS ARE TITLED AS FOLLOWS (1) PUBLIC SERVICE EMPLOYMENT AND MANPOWER POLICIES IN RURAL AREAS LIMITATIONS OF THE EMERGENCY EMPLOYMENT ACT--EEA (ARGUMENT FOR INTEGRATION OF PEP WITH MANPOWER, EDUCATIONAL, AND REGIONAL DEVELOPMENT POLICIES) (2) PEP SPECIAL PROBLEMS OF RURAL AREAS (CRITICISM OF PEPS SUITABILITY TO RURAL AREAS WITH A PROGRAM PROPOSAL); (3) EXPANSION OF NEEDED PUBLIC SERVICES IN RURAL AREAS THROUGH ASSISTANCE FROM THE EEA (ARGUMENT FOR INTEGRATED MANPOWER PROGRAMS AND CRITICISM OF PEP) (4) PUBLIC EMPLOYMENT IN RURAL AREAS WITH SPECIAL REFERENCE TO THE SOUTH (CONTRAST OF EEA AND OPERATION MAINSTREAM); (5) PEP NEEDS IN THE RURAL SOUTH (DISCUSSION OF POVERTY, IMPLICIT AND EXPLICIT BARRIERS TO PUBLIC EMPLOYMENT AND ANALYZATION OF EMPLOYMENT NEEDS); (6) EEA--SOME BASIC POLICY QUESTIONS WITH SPECIAL REFERENCE TO AMERICAN INDIAN RESERVATIONS (4 POLICY CONSIDERATIONS); (7) EXPERIENCE OF THE EEA IN BALANCE-OF-STATE MICHIGAN SOME IMPLICATIONS FOR REVENUE SHARING IN RURAL AREAS (COMPARISON OF EEA AND REVENUE SHARING PROGRAMS); (8) A COMPARATIVE STUDY OF PUBLIC SERVICE EMPLOYMENT IN RURAL CALIFORNIA A PROPOSAL (RESEARCH PROPOSAL ON PEP IN BALANCE-OF-STATE CALIFORNIA TOWNS). (AUTHOR)
ERIC: ED101888

1540 ESTABLISHING AFFIRMATIVE ACTION GOALS FOR WOMEN 1976
NEWGARDEN, P.
PUBLIC ADMINISTRATION REVIEW, VOL.36, NO.4, JULY/AUG 1976, P. 369-374. BIBLIOG. 6
AFFIRMATIVE ACTION, CIVIL SERVICE, DISCRIMINATION, EEO, GOVERNMENT AGENCY, PUBLIC ADMINISTRATION, WOMEN
NEED FOR AFFIRMATIVE ACTION GOALS RECOGNIZED. SUGGESTS USE OF DEMOGRAPHIC DATA FOR ESTABLISHMENT OF AN AGENCYS AFFIRMATIVE ACTION GOALS.
MGMT: PAP7600369

1541 ESTABLISHING AND OPERATING A CAREER RESOURCE CENTER FOR ADULTS. 75
TOBIN, NANCY;AND OTHERS
EDUCATION DEVELOPMENT CENTER, INC., NEWTON, MASS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 51P.
ADULT COUNSELING, CAREER PLANNING, GUIDELINES, INFORMATION SOURCES, LIBRARY PLANNING, LIBRARY TECHNICAL PROCESSES, OCCUPATIONAL INFORMATION, RESOURCE CENTERS, RESOURCE GUIDES, SPECIAL LIBRARIES, VOCATIONAL DEVELOPMENT, HOME COMMUNITY BASED CAREER EDUCATION PROJECT
ONE OF A SERIES OF MANUALS DEVELOPED BY THE HOME AND COMMUNITY-BASED CAREER EDUCATION PROJECT, THE PUBLICATION DESCRIBES THE ESTABLISHMENT OF THE PROJECTS RESOURCE CENTER OR SPECIALIZED LIBRARY TO COLLECT OCCUPATIONAL INFORMATION MATERIALS AND MAKE THEM ACCESSIBLE TO STAFF MEMBERS, CLIENTS, AND THE PUBLIC. SUCH A RESOURCE CENTER INVOLVES SELECTING SUITABLE ADULT COUNSELING AND VOCATIONAL MATERIALS AND SETTING UP PROCEDURES FOR ORDERING MATERIALS AND EQUIPMENT, STAFFING, RECORDKEEPING, AND ORGANIZING THE INFORMATION FOR USE. INCLUDED IN THE MANUAL ARE PLANNING THE RESOURCE CENTER, CENTER OPERATING PROCEDURES, AND METHODS OF BUILDING A COLLECTION FROM A VARIETY OF SOURCES, WITH SUPPLEMENTAL INFORMATION ON SPECIFIC TYPES OF MATERIALS. APPENDIXES PROVIDE LISTS OF SOURCES FOR FREE OR INEXPENSIVE OCCUPATIONAL MATERIALS, FREQUENTLY USED BOOKS, THE RESOURCE CENTERS SUBSCRIPTIONS, AND ADDRESSES OF MATERIAL SOURCES. (MF)
ERIC: ED124730 CAREER EDUCATION PROJECT, EDUCATION DEVELOPMENT CENTER, 55 CHAPEL STREET, NEWTON, MASSACHUSETTS 02160 (NO PRICE GIVEN)

1542 AN ESTIMATE OF THE IMPACT OF HOMETOWN PLANS ON MINORITY MEMBERSHIP IN CONSTRUCTION UNIONS MAY 75
FLEETER, SAUL
NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, ITHACA. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
NOTES: FINAL REPT. FEB-SEP 75 45P
LABOR UNIONS, CONSTRUCTION INDUSTRY, MINORITY GROUPS, HOMETOWN PLANS, NTISLABASP
THE OBJECTIVE OF THIS PAPER IS TO EVALUATE MAJOR FEDERAL PROGRAMS DESIGNED TO INCREASE MINORITY PARTICIPATION IN THE CONSTRUCTION TRADES - HOMETOWN PLANS (VOLUNTARY TRIPARTITE AGREEMENTS AMONG LOCAL UNIONS, CONTRACTORS AND LOCAL MINORITY REPRESENTATIVES). THE MAJOR QUESTION IN THIS EVALUATION WAS WHETHER UNIONS THAT PARTICIPATED IN HOMETOWN PLANS HAD SIGNIFICANTLY GREATER INCREASES IN MINORITY MEMBERSHIP THAN CITIES NOT AFFECTED BY THESE PLANS. IN ORDER TO ANSWER THIS QUESTION, THE OPERATION OF THE PROGRAM IS DESCRIBED AND THE FORCES AT WORK WHICH MAKE THE PROGRAM EFFECTIVE ARE DETERMINED. A THEORETICAL MODEL OF THE CONSTRUCTION UNION WITH RESPECT TO THE SELECTION OF THE NUMBER AND CHARACTERISTICS OF NEW MEMBERS IS PRESENTED.
NTIS: P3-254 937/6ST NTIS PRICES PC$4.00/MF$2.25

1543 THE ESTIMATED IMPACT OF THE ANTIDISCRIMINATION PROGRAM AIMED AT FEDERAL CONTRACTORS 1976
GOLDSTEIN, M.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.29, NO.4, JULY 1976, P. 523-543.
AFFIRMATIVE ACTION, EMPLOYMENT POLICY, FEDERAL GOVERNMENT, GOVERNMENT AGENCY, GOVERNMENT CONTRACTS, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LAW, MINORITIES, MULTIVARIATE ANALYSIS, STATISTICAL MODEL
USING SOPHISTICATED STATISTICAL ANALYSIS, DATA ON ALMOST 75,000 ESTABLISHMENTS IS COMPARED TO DETERMINE THE CHANGES IN RELATIVE ECONOMIC POSITIONS OF FIVE RACE-SEX GROUPS OVER A THREE YEAR PERIOD AT FIRMS SUBJECT TO COMPLIANCE AND REVIEW, AND AT FIRMS NOT SUBJECT TO THE REGULATIONS. PRIMARY GAINERS WERE FOUND TO BE BLACK AND WHITE MALES, WHILE BLACK FEMALES WERE RELATIVELY UNAFFECTED AND WHITE FEMALES WERE LOSERS. BLACKS GAINED MORE THAN OTHER MINORITIES.
MGMT: ILR7690523

1544 ESTIMATING THE SUPPLY POPULATION FOR PUBLIC EMPLOYMENT PROGRAMS. FEB 72
GREENBERG, DAVID H.
RAND CORP., SANTA MONICA, CALIF. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 49P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, GOVERNMENT EMPLOYEES, JOB APPLICANTS, JOB MARKET, LABOR ECONOMICS, LABOR SUPPLY, MANPOWER NEEDS, MATHEMATICAL MODELS, PREDICTIVE MEASUREMENT, PUBLIC POLICY, RESEARCH METHODOLOGY, WAGES, WORKING HOURS
THIS PAPER PRESENTS A MODEL OF HOW THE SUPPLY OF APPLICANTS FOR PUBLIC EMPLOYMENT PROGRAMS MAY BE DETERMINED, WITH THE INFORMATION NECESSARY TO INCORPORATE THE MODEL FACTORS INTO SIMULATION OF SUCH PROGRAMS. THE METHODOLOGY USED TO ESTIMATE THE SIZE AND COMPOSITION OF THE SUPPLY POPULATION FOR PUBLIC EMPLOYMENT PROGRAMS--HOW MANY PERSONS WOULD HAVE PREFERRED PUBLIC EMPLOYMENT HAD THAT OPTION BEEN AVAILABLE TO THEM--IS OUTLINED. THE AVAILABILITY OF JOBS IN A GIVEN PUBLIC EMPLOYMENT PROGRAM, AS WELL AS THE POTENTIAL LABOR SUPPLY, IS CONSIDERED. THE SUPPLY OF APPLICANTS IS POSITIVELY RELATED TO WAGE DIFFERENCES BUT NEGATIVELY RELATED TO DIFFERENCES IN HOURS. CHANGES IN PUBLIC POLICY BOTH IN AND OUT OF THE MANPOWER AREA MAY ALSO INFLUENCE THE SUPPLY OF APPLICANTS. THE METHODOLOGY EMPLOYED IN THIS RESEARCH IS SUFFICIENTLY FLEXIBLE FOR ADOPTION TO VARIOUS PROGRAM CHARACTERISTICS. (MF)
ERIC: ED072251 THE RAND CORP., 1700 MAIN STREET, SANTA MONICA, CALIFORNIA 90406 (CATALOG NO. P-4780, $2.00)

1545 ESTIMATION OF A DYNAMIC MODEL OF LABOR SUPPLY THE CASE OF OLDER MALES JUN 77
COTTERMAN, ROBERT
COTTERMAN (ROBERT), LOS ANGELES, CALIF.*ASSISTANT SECRETARY FOR POLICY, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-8-9-M-6-3375
NOTES: FINAL REPT. JUN 76-JUN 77 74P
EMPLOYMENT, MALES, ELDERLY PERSONS, ECONOMIC ANALYSIS, OLDER WORKERS, NTISLABASP
THE FIRST CHAPTER OF THIS REPORT ON THE EMPLOYMENT OF OLDER MALES PROVIDES A THEORETICAL ANALYSIS OF A DYNAMIC LABOR SUPPLY MODEL. A NUMBER OF COMPARATIVE DYNAMICS RESULTS ARE PRESENTED, WITH PARTICULAR EMPHASIS PLACED ON THE LABOR SUPPLY EFFECTS OF CHANGES IN THE INITIAL STOCK OF ASSETS, THE LEVEL OF WAGE RATES, THE RATE OF WAGE GROWTH, AND THE LENGTH OF THE HORIZON. A POINT OF SPECIAL INTEREST IS THE POSSIBILITY THAT DIFFERENT RATES OF WAGE GROWTH MAY EXPLAIN A PORTION OF DIFFERENCES IN LABOR SUPPLY AND RETIREMENT BEHAVIOR AMONG OLDER MEN. THE SECOND CHAPTER PROVIDES AN ECONOMETRIC FRAMEWORK FOR ESTIMATING A DYNAMIC LABOR SUPPLY MODEL USING PANEL DATA. THE THIRD CHAPTER PRESENTS EMPIRICAL RESULTS ESTIMATED ON A SUBSAMPLE OF OLDER MEN DRAWN FROM THE NATIONAL LONGITUDINAL SURVEY. INCLUDED IN THESE RESULTS ARE ESTIMATES OF THE PARAMETERS DETERMINING PARTICIPATION PROBABILITIES, WEEKLY HOURS OF WORK, AND HOURLY WAGE RATES.
NTIS: PB-271 991/2ST NTIS PRICES PC A04/MF A01

1546 ESTIMATION OF A MODEL OF LABOR SUPPLY, FERTILITY, AND WAGES OF MARRIED WOMEN 76
CAIN, GLEN C.;DOOLEY, MARTIN D.
JOURNAL OF POLITICAL ECONOMY;84;4;179-99
ECONOMIC RESEARCH, WORKING WOMEN, BIRTH RATE, CENSUS FIGURES, LABOR ECONOMICS, LABOR SUPPLY, MARITAL STATUS, SURVEYS, STATISTICAL ANALYSIS, DEMOGRAPHY
EXAMINES THE SUPPLY OF LABOR OF MARRIED WOMEN IN THE LABOR FORCE. A ONE-PERIOD, LIFETIME MODEL, WHICH IS INTENDED TO EXPLAIN LONG-RUN BEHAVIOR OF WOMEN IS QUANTIFIED USING DATA FROM THE 1970 CENSUS. (AUTHOR/JM)
ERIC: EJ159734

1547 ESTIMATION OF ASSESSMENT CENTER EFFECTIVENESS IN MERIT PROMOTION SELECTION MAR 76
BROOM, C. ALBERT
AERONAUTICAL SYSTEMS DIV WRIGHT-PATTERSON AFB OHIO DEPUTY FOR DEVELOPMENT PLANNING
NOTES: TECHNICAL REPT. 67P
PROMOTION(ADVANCEMENT), MANPOWER UTILIZATION, ASSESSMENT CENTER, MERIT PROMOTION, NTISDODXA, NTISDODAF
THIS STUDY LOOKS INTO THE EFFICACY OF USE OF AN ASSESSMENT CENTER TO PREDICT THE POTENTIAL SUPERVISORY CAPABILITY OF A LARGE NUMBER OF PROFESSIONAL NON-SUPERVISORY CIVILIAN US AIR FORCE EMPLOYEES WHO ARE ASSIGNED TO ORGANIZATIONS SERVICED BY THE SAME PERSONNEL OFFICE. MODELS ARE DEVELOPED TO REPRESENT THE MERIT PROMOTION SELECTION PROCESS BOTH IN THE ABSENCE OF, AND PRESENCE OF, AN ASSESSMENT CENTER, SO THAT THE EXPECTED PAYOFF DUE TO THE OPERATION OF SUCH A CENTER MAY BE ESTIMATED. THIS PAYOFF IS SHOWN TO BE DIRECTLY RELATED TO THE OVERALL PROPORTION OF EMPLOYEES WHO HAVE TRUE

(CONT.)
1547 SUPERVISORY TALENT, TO THE VALIDITY OF ASSESSMENT CENTER PREDICTIONS, AND TO THE ACCURACY WITH WHICH SELECTING AUTHORITIES CAN MAKE THESE SAME SORT OF ASSESSMENTS IN THE ABSENCE OF AN ASSESSMENT CENTER.
NTIS: AD-A026 089/3ST NTIS PRICES PC$4.50/MF$2.25

1548 THE ESTIMATION OF NONLINEAR LABOR SUPPLY FUNCTIONS WITH TAXES FROM A TRUNCATED SAMPLE JUN 76
HURD, MICHAEL
STANFORD UNIV., CALIF. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
GRANT NO. DL-J-9-M-5-0060
NOTES: FINAL REPT. JUN 75-JUN 76 71P
MANPOWER, HOUSEHOLDS, DEMOGRAPHIC SURVEYS, WIVES, HUSBANDS, DEPENDENTS, NONEMPLOYMENT BY CHOICE, CAUCASIANS, NTISDOTFHA, NTISSRI
THE GOAL OF THIS PAPER IS TO TREAT TWO KNOWN PROBLEMS IN THE ESTIMATION OF LABOR SUPPLY FUNCTIONS, TAXES AND TRUNCATED SAMPLES, AND TO REMOVE A STRONG ASSUMPTION, THAT SUPPLY DEPENDS ON THE WAGE IN A SIMPLE WAY. A STATISTICAL MODEL TO ESTIMATE PIECEWISE LINEAR LABOR SUPPLY FUNCTIONS FOR WHITE HOUSEHOLDS IS PRESENTED, AND RESULTS FOR HUSBANDS, WIVES, SINGLE MALE HEADS OF HOUSEHOLDS, SINGLE FEMALE HEADS, MALE DEPENDENTS, AND FEMALE DEPENDENTS (ENTIRE SAMPLE) ARE GIVEN. THE MODEL ACCOUNTS FOR INCOME TAXES AND FOR THE FACT THAT MANY PEOPLE IN THE SAMPLE WOULD NOT WORK EVEN IF THEIR OFFERED WAGE WERE RAISED. IN PART A RESULTS ARE GIVEN FOR THE LABOR SUPPLY FUNCTION OF WIVES. IN PART B THE LABOR SUPPLY FUNCTIONS OF THE ENTIRE SAMPLE ARE GIVEN AND ANALYZED.
NTIS: PB-261 078/0ST NTIS PRICES PC A04/MF A01

1549 ESTIMATION OF UNION/NONUNION WAGE DIFFERENTIALS WITHIN OCCUPATIONAL/REGIONAL SUBGROUPS 1975
OAXACA, R.L.
THE JOURNAL OF HUMAN RESOURCES, VOL.10, NO.4, FALL 1975, P. 529-537. BIBLIOG. 14
DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, UNIONS, WAGES
DIFFERENTIALS ARE GREATEST IN THE SOUTH, IN CERTAIN UNSKILLED OCCUPATIONS, AND AMONG BLACK MALES AND WHITE FEMALES.
MGMT: JHR75P0529

1550 ETAS GOALS FOR FISCAL 77 OCT 76
KOLBERG, WILLIAM H.
WORKLIFE:1:10:2-6
OBJECTIVES, EMPLOYMENT PROGRAMS, JOB TRAINING, GOVERNMENT ROLE, FEDERAL LEGISLATION, UNEMPLOYMENT INSURANCE, ADMINISTRATIVE AGENCIES, FEDERAL GOVERNMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, EMPLOYMENT AND TRAINING ADMINISTRATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
SEVEN GOALS FOR THE FEDERAL EMPLOYMENT AND TRAINING ADMINISTRATION (ETA) ARE DESCRIBED FOR FISCAL YEAR 1977. (ASM)
ERIC: EJ145902

1551 ETHNIC BUSINESSES AMONG CHINESE IN THE U.S. F 76
LI, PETER S.
JOURNAL OF ETHNIC STUDIES:4:3:35-41
BUSINESS, CHINESE AMERICANS, EMPLOYMENT OPPORTUNITIES, HISTORICAL REVIEWS, ECONOMIC OPPORTUNITIES, ETHNIC GROUPS, RACISM, ETHNIC STATUS, SOCIAL SYSTEMS, SOCIAL DISCRIMINATION
REVIEWS THE DEVELOPMENT OF THE LAUNDRY AND OTHER ETHNIC BUSINESSES AMONG THE CHINESE NOT ONLY AS A CONSEQUENCE OF CULTURAL FACTORS, BUT ALSO REVIEWS IT IN THE LARGER HISTORICAL CONTEXT OF INSTITUTIONAL RACISM. (AUTHOR/AM)
ERIC: EJ150904

1552 EUROPEAN TRAINING DEVELOPMENTS--A NEW BRITISH APPROACH DEC 74
HAYES, CHRIS
VOCATIONAL TRAINING INFORMATION BULLETIN:3/4:2-21
MANPOWER DEVELOPMENT, GOVERNMENT ROLE, AGENCY ROLE, NATIONAL PROGRAMS, JOB TRAINING, FOREIGN COUNTRIES, MANPOWER UTILIZATION, INDUSTRIAL TRAINING, ENTRY WORKERS, WORKING WOMEN, GREAT BRITAIN, EMPLOYMENT AND TRAINING ACT 1973 (GREAT BRITAIN)
IN THIS ARTICLE I SHALL FIRST TRY TO REVIEW MAJOR TRENDS IN TRAINING IN EUROPE, AND, SECONDLY EXAMINE IN WHAT WAY THE NEW INSTITUTIONS, STRUCTURES AND POLICIES IN GREAT BRITAIN REPRESENT AN ATTEMPT TO DEAL WITH PROBLEMS WHICH GREAT BRITAIN APPEARS TO SHARE WITH MOST OTHER EUROPEAN COUNTRIES. (AUTHOR)
ERIC: EJ137465

1553 EVADING THE LAW APPRENTICESHIP OUTREACH AND HOMETOWN PLANS IN THE CONSTRUCTION INDUSTRY SUM 74
HILL, HERBERT
CIVIL RIGHTS DIGEST:6:4:3-17
APPRENTICESHIPS, LABOR LEGISLATION, EQUAL OPPORTUNITIES (JOBS), EMPLOYMENT PROGRAMS, LABOR UNIONS, RACIAL DISCRIMINATION, BUILDING TRADES, PHILADELPHIA PLAN
A CRITICAL ANALYSIS OF THE FAILURE OF APPRENTICESHIP OUTREACH PROGRAMS AND HOMETOWN PLANS TO ELIMINATE PATTERNS OF RACIAL DISCRIMINATION IN EMPLOYMENT IN THE CONSTRUCTION INDUSTRY. (EM)
ERIC: EJ108480

1554 EVALUATING A BASIC-NEEDS STRATEGY AND POPULATION POLICIES: THE BACHUE APPROACH 1976
HOPKINS, M.J.D.; ROGGERS, G.B.; WERY, R.
INTERNATIONAL LABOUR REVIEW, VOL.114, NO.3, NOV-DEC 1976, P. 261-280. BIBLIOG. 11
ECONOMIC DEVELOPMENT, ECONOMIC PLANNING, ECONOMIC POLICY, ECONOMICS, EMPLOYMENT, GOALS AND OBJECTIVES, GOVERNMENT REGULATION, INCOME DISTRIBUTION, MODELING, POPULATION, PUBLIC ADMINISTRATION, PUBLIC WELFARE
THE USE OF BACHUE-PHILIPPINES MODELS FOR PLANNING PURPOSES IS EXAMINED AND THE STRUCTURE OF THE MODEL IS DESCRIBED. THE POLICIES FOR THE PROVISION OF BASIC NEEDS AND ORIENTATION OF POPULATION ARE INVESTIGATED. FUTURE DEVELOPMENT PATH IN THE PHILIPPINES IS UNLIKELY TO REMOVE THE STRUCTURAL INEQUALITIES.
MGMT: IRE76K0261

1555 EVALUATING AND USING NEEDS ASSESSMENT AND MANPOWER INFORMATION, MODULE 2.
WASHINGTON STATE UNIV., PULLMAN. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
CONTRACT NO. OEC-0-74-9287
NOTES: 93P.; RELATED DOCUMENTS VT 103 449 THROUGH VT 103 451 AND VT 103 453 THROUGH VT 103 457 IN THIS ISSUE.
VOCATIONAL EDUCATION, CURRICULUM GUIDES, CURRICULUM DEVELOPMENT, GRADUATE STUDY, PERFORMANCE BASED EDUCATION, LEARNING ACTIVITIES, NEEDS ASSESSMENT, STUDENT NEEDS, MANPOWER NEEDS
PART OF A GRADUATE LEVEL, COMPETENCY-BASED CURRICULUM TO PREPARE SPECIALISTS IN VOCATIONAL EDUCATION CURRICULUM, THIS MODULE PROVIDES INFORMATION, ACTIVITIES, AND EXPERIENCES TO ASSIST IN PLANNING AND IMPLEMENTING AN ASSESSMENT OF CURRICULUM DEVELOPMENT NEEDS AS THE INITIAL STEP IN VOCATIONAL PROGRAM PLANNING. PRETEST, POSTTEST, AND A GLOSSARY OF TERMS PRECEDE THE INSTRUCTIONAL OBJECTIVES AND LEARNING ACTIVITIES WHICH ARE ORGANIZED ACCORDING TO NINE MAJOR PERFORMANCE OBJECTIVES. THE FIRST THREE OBJECTIVES ARE CONCERNED WITH DEFINITIONS AND RATIONALE FOR THE NEEDS ASSESSMENT PROCESS, VOCATIONAL EDUCATION NEEDS ASSESSMENT, AND VARIOUS SCOPES AND MODELS OF NEEDS ASSESSMENT. OBJECTIVES FOUR AND FIVE INTRODUCE SOURCES OF MANPOWER DATA AND WAYS OF USING MANPOWER INFORMATION IN CURRICULAR DECISIONS. OBJECTIVE SIX DEALS WITH THE SPECIAL NEEDS OF THE DISADVANTAGED AND HANDICAPPED, WHILE THE FOLLOWING OBJECTIVE REQUIRES LEARNERS TO DEVELOP A DATA COLLECTION PLAN. IN PERFORMANCE OBJECTIVE EIGHT, LEARNERS DEVELOP A PLAN FOR COLLECTING LOCAL NEEDS ASSESSMENT DATA. THE FINAL OBJECTIVE REQUIRES LEARNERS TO ANALYZE AND INTERPRET NEEDS ASSESSMENT INFORMATION IN MAKING RECOMMENDATIONS FOR CURRICULUM CHANGE. THESE MAJOR OBJECTIVES ARE SUBDIVIDED INTO SEVERAL INSTRUCTIONAL OBJECTIVES WHICH ARE ACCOMPANIED BY RELATED LEARNING ACTIVITIES. THE LEARNING ACTIVITIES INCLUDE FACT SHEETS, WORKSHEETS, ACTIVITY SHEETS, AND KEYS. (AUTHOR/NJ)
AIM/ARM: VT103452

1556 EVALUATING PROGRAMS FOR PLACING YOUTH IN JOBS WIN 77
FRANCHAK, STEPHEN J.;HEEHAN, MERRILL L.
JOURNAL OF VOCATIONAL EDUCATION RESEARCH;2:1:1-15
JOB PLACEMENT, EMPLOYMENT SERVICES, AREA VOCATIONAL SCHOOLS, YOUTH EMPLOYMENT, PROGRAM EVALUATION, PROGRAM EFFECTIVENESS, COST EFFECTIVENESS, EDUCATIONAL RESEARCH, SECONDARY EDUCATION, VOCATIONAL EDUCATION, PENNSYLVANIA
A STUDY TO EVALUATE THE EFFECTIVENESS OF THREE SCHOOL-BASED JOB PLACEMENT PROGRAMS IN PENNSYLVANIA SECONDARY AREA VOCATIONAL-TECHNICAL SCHOOLS INDICATED THAT A FORMALIZED JOB PLACEMENT SYSTEM CAN INCREASE THE PROBABILITY OF EMPLOYMENT FOR GRADUATES AND SCHOOL LEAVERS. DETAILED RESULTS ARE PRESENTED IN NARRATIVE AND TABULAR FORM. (MF)
ERIC: EJ165423

1557 EVALUATING THE PROVISION OF EMPLOYER SERVICES A METHODOLOGY. FINAL REPORT. SEP 76
CAMIL ASSOCIATES, INC., PHILADELPHIA, PA. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-20-42-75-43
NOTES: 128P.
COST EFFECTIVENESS, EMPLOYERS, EMPLOYMENT SERVICES, EVALUATION CRITERIA, EVALUATION METHODS, FEDERAL PROGRAMS, NATIONAL SURVEYS, PROGRAM EVALUATION, RESEARCH, RESEARCH DESIGN, UNITED STATES EMPLOYMENT SERVICE
A RESEARCH PROJECT WAS DONE TO DEVELOP A METHODOLOGY FOR A NATIONAL EVALUATION OF THE EMPLOYER SERVICES PROGRAM CONDUCTED BY THE EMPLOYMENT AND TRAINING ADMINISTRATION (ETA) AT STATE AND LOCAL LEVELS. TWO PROGRAM EVALUATION METHODOLOGIES, EACH REQUIRING DIFFERENT APPROACHES AND RESOURCE EXPENDITURE, WERE DEVELOPED THAT COULD PROVIDE THE NEEDED INFORMATION ABOUT THE EFFECTIVENESS OF THE PROVISION OF EMPLOYER SERVICES, THE CUSTOMER RELATIONS COMPONENT OF THE U.S. EMPLOYMENT SERVICE (ES), WHICH PROMOTES THE USE OF THE ES AMONG COMMUNITY EMPLOYERS BY ENCOURAGING OR DIRECTLY SOLICITING JOB LISTINGS. SECTION 1 OF THE REPORT IS AN INTRODUCTION COVERING BASIC ASSUMPTIONS, REASONS FOR DEVELOPING TWO METHODOLOGIES RATHER THAN ONE (THE REQUEST FOR PROPOSAL CALLED FOR A NET IMPACT EVALUATION WHILE THE CONTRACTORS THOUGHT A SURVEY TECHNIQUE WAS BEST), AND THE ORGANIZATION OF THE REPORT. SECTION 2 PROVIDES A REVIEW OF THE PROJECT, TRACING THE STEPS IN THE DEVELOPMENT OF THE PROPOSED METHODOLOGIES (INCLUDES SOURCES OF INFORMATION, TYPES OF INFORMATION, AND DATA COLLECTION TECHNIQUES). SECTION 3 IS A DESCRIPTION OF THE PURPOSES, STRUCTURE, AND PROCESSES OF THE EMPLOYER SERVICES PROGRAM AND PRESENTS A CATEGORIZATION SCHEME FOR LOCAL OFFICE PROGRAMS. SECTION 4 EXPLAINS WHY EXPERIMENTAL VARIATION IS NECESSARY FOR INDEPENDENT NET EFFECT PROGRAM EVALUATION AND OUTLINES THE REQUIREMENTS OF SUCH EXPERIMENTATION. SECTION 5 PRESENTS THE TWO ALTERNATIVE EVALUATION METHODOLOGIES WITH NET IMPACT EXPERIMENT BEING DESCRIBED IN GREATER DETAIL THAN THE SURVEY TECHNIQUE BUT BOTH IN DEPTH CONSIDERED TO BE SUFFICIENT TO PERMIT THEIR USE. A

(CONT.)
1557 SUMMARY OF 43 SOURCES REVIEWED IS APPENDED. (EM)
ERIC: ED140025

1558 EVALUATING TRAINING AND DEVELOPMENT SYSTEMS. 68
TRACEY, WILLIAM R.
NOTES: 304P.
ANCILLARY SERVICES, CONFERENCES, CURRICULUM PLANNING, DEMONSTRATIONS (EDUCATIONAL), EDUCATIONAL FACILITIES, EDUCATIONAL PHILOSOPHY, EVALUATION CRITERIA, EVALUATION METHODS, INDUSTRIAL TRAINING, INSTRUCTIONAL AIDS, INSTRUCTIONAL MATERIALS, INSTRUCTIONAL STAFF, LECTURE, MANAGEMENT DEVELOPMENT, MANUALS, OBJECTIVES, PROGRAM ADMINISTRATION, TEACHING METHODS, TRAINERS
THIS TRAINING AND DEVELOPMENT MANUAL DISCUSSES GUIDING PRINCIPLES AND ELEMENTS OF EVALUATION (1) PHILOSOPHY AND GOALS; (2) ADMINISTRATIVE PLANNING, ORGANIZATION, STAFFING, DIRECTION, AND CONTROL; (3) PLANT AND FACILITIES; (4) STAFF AND FACULTY COMPOSITION, QUALIFICATIONS, SCREENING AND SELECTION, PROMOTION, DUTIES, COMPENSATION, AND INCENTIVES; (5) DETERMINATION OF NEEDS, SYSTEMS DEVELOPMENT AND VALIDATION, AND OTHER FACETS OF CURRICULUM PLANNING; AND (6) INSTRUCTIONAL SUPPORT (INCLUDING INSTRUCTOR TRAINING AND TRAINING AIDS AND MATERIALS). MORE THAN 200 DETAILED ANALYSIS SHEETS ARE PROVIDED. MEANS ARE INDICATED FOR IDENTIFYING STRENGTHS AND CRITICAL WEAKNESSES, DEVISING PROCEDURES TO IMPROVE THE SYSTEM, DETERMINING NEEDED RESOURCES, INITIATING CONTROL DEVICES, AND JUDGING THE INSTRUCTORS APPEARANCE, SPEECH, TECHNIQUES, AND ABILITY TO EVOKE STUDENT PARTICIPATION. APPENDIXES GIVE A TRAINING CHECKLIST, AND RATING STANDARDS FOR LESSONS AND PRACTICAL EXERCISES. AN INDEX IS INCLUDED. (LY)
ERIC: ED027469 AMERICAN MANAGEMENT ASSOCIATION, 135 WEST 50TH ST., NEW YORK, N. Y. 10020 ($17.25)

1559 EVALUATION AND ANALYSIS OF THE CLEFF JOB MATCHING SYSTEM. FINAL REPORT. VOLUME 1 INTRODUCTION AND SUMMARY. VOLUME 2 TECHNICAL DISSERTATION AND APPENDICES. AUG 75
NATHANSON, STANLEY N.
ULTRASYSTEMS, INC., NEWPORT BEACH, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 469P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY OF ORIGINAL DOCUMENT
COMPARATIVE ANALYSIS, COMPUTER ORIENTED PROGRAMS, DATA ANALYSIS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, EVALUATION, JOB PLACEMENT, LABOR MARKET, MANPOWER NEEDS, PERSONNEL SELECTION, SEMISKILLED OCCUPATIONS, CLEFF JOB MATCHING SYSTEM
THIS REPORT PRESENTS THE RESULTS OF AN EVALUATION OF THE CLEFF JOB MATCHING SYSTEM (CJMS). THE CJMS PROVIDES A MEANS BY WHICH JOBS AND JOB APPLICANTS CAN BE MATCHED AT THE SEMI- AND LOW-SKILLED LEVELS IN BOTH WHITE- AND BLUE-COLLAR JOBS. THE CJMS OPERATES BY OBTAINING NUMERICAL PROFILES OF BOTH JOB SEEKERS AND JOBS, ACROSS 16 DIMENSIONS OF WORK, FROM SELF-COMPLETED PAPER-AND-PENCIL QUESTIONNAIRES. THE JOB AND JOB SEEKER PROFILES ARE COMPARED BY CORRELATION AND DIFFERENCE STATISTICS TO RANK ORDER MATCHES. THE ANALYSIS OF THE VALIDITY OF THE JOB SEEKER/JOB PROFILE MATCH STATISTICS, PROVIDED BY THE CJMS, AS A PREDICTOR OF THE RETENTION POTENTIAL OF SUBSEQUENT JOB SEEKER/JOB MATCHES WAS UNDERTAKEN BY TRACKING THE RETENTION OF 142 JOB SEEKERS OVER A PERIOD RANGING FROM 14 TO 21 MONTHS. THE CJMS MEASURES WERE FOUND TO PROVIDE STATISTICALLY VALID INDICATORS OF RETENTION. IN ADDITION, INTERVIEWS CONDUCTED WITH THE STAFFS OF MANPOWER AND VOCATIONAL REHABILITATION AGENCIES WHO USED THE CJMS INDICATED THAT THESE PERSONNEL FOUND THE CJMS TO BE USEFUL IN ASSESSING INDIVIDUALS AND PROVIDING VOCATIONAL COUNSELING. BASED ON THE RESULTS OF THIS EVALUATION, THE CJMS SHOULD BE CONSIDERED FOR USE IN LABOR EXCHANGE ACTIVITIES OF THE U. S. EMPLOYMENT SERVICE, CETA PRIME SPONSORS, AND OTHER MANPOWER PROGRAMS. (AUTHOR/RC)
ERIC: ED121802

1560 EVALUATION AND ANALYSIS OF THE CLEFF JOB MATCHING SYSTEM. VOLUME II. TECHNICAL DISSERTATION AND APPENDICES AUG 75
NATHANSON, STANLEY N.
ULTRASYSTEMS, INC., IRVINE, CALIF. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH.
CONTRACT NO. DL-82C-5415
NOTES: FINAL REPT. JUN 72-AUG 75 368P
PERSONNEL SELECTION, JOB ANALYSIS, JOB MATCHING SYSTEMS, EMPLOYMENT SERVICES, NTISLABPEU
THIS REPORT PRESENTS THE RESULTS OF AN EVALUATION OF THE CLEFF JOB MATCHING SYSTEM (CJMS) CONDUCTED BY ULTRASYSTEMS, INC. FOR THE U.S. DEPARTMENT OF LABOR. THE CJMS PROVIDES A MEANS BY WHICH JOBS AND JOB APPLICANTS CAN BE MATCHED AT THE SEMI- AND LOW-SKILLED LEVELS IN BOTH WHITE- AND BLUE-COLLAR JOBS. THE CJMS OPERATES BY OBTAINING NUMERICAL PROFILES OF BOTH JOB SEEKERS AND JOBS; ACROSS 16 DIMENSIONS OF WORK; FROM SELF-COMPLETED PAPER-AND-PENCIL QUESTIONNAIRES. THE JOB AND JOB SEEKER PROFILES ARE COMPARED BY CORRELATION AND DIFFERENCE STATISTICS TO RANK ORDER MATCHES. THE ANALYSIS OF THE VALIDITY OF THE JOB SEEKER/JOB PROFILE MATCH STATISTICS, PROVIDED BY THE CJMS, AS A PREDICTOR OF THE RETENTION POTENTIAL OF SUBSEQUENT JOB SEEKER/JOB MATCHES WAS UNDERTAKEN BY TRACKING THE RETENTION OF 142 JOB SEEKERS OVER A PERIOD RANGING FROM 14 TO 21 MONTHS. VOLUME II CONTAINS THE TECHNICAL DISSERTATION.
NTIS: PB-266 109/0ST NTIS PRICES PC A16/MF A01

1561 EVALUATION AND BENEFIT-COST RELATIONSHIPS OF MANPOWER TRAINING PROGRAMS IN N.Y. STATE . OCT 67
GRABOWSKI, DONALD J.
NEW YORK STATE DEPT. OF LABOR, ALBANY

(CONT.)

1561 NOTES: 38P.
ADULT VOCATIONAL EDUCATION, EMPLOYMENT EXPERIENCE, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, COST EFFECTIVENESS, FEDERAL LEGISLATION, STATE LEGISLATION, STUDENT CHARACTERISTICS, FEDERAL PROGRAMS, STATE PROGRAMS, VOCATIONAL TRAINING CENTERS, ON THE JOB TRAINING, EDUCATIONAL PROGRAMS, FEDERAL STATE RELATIONSHIP, TABLES (DATA), MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, NEW YORK, MDTA PROGRAM
TWO BASIC OBJECTIVES OF THIS STUDY WERE TO EVALUATE STATE-OPERATED MANPOWER TRAINING PROGRAMS (BASED ON A REPRESENTATIVE SAMPLE OF 25 SELECTED PROGRAMS) ON A COST-BENEFIT RELATIONSHIP BASIS AND TO EVALUATE A LARGER UNIVERSE OF STATE-OPERATED PROGRAMS FROM A COST-EFFECTIVENESS VIEWPOINT. THE LATTER PORTION OF THE SURVEY INCLUDED MOST (310) OF THE INSTITUTINNAL PROGRAMS COMPLETED SINCE 1962 AND ALL ON-THE-JOB TRAINING (OJT) PROJECTS FROM 1963 THROUGH 1967 WHICH WERE DEVELOPED BY THE STAFF OF NEW YORKS DIVISION OF MANPOWER. AMONG THE HIGHLIGHTS OF THE STUDY WERE (1) FOR INSTITUTIONAL TRAINEES, THE AVERAGE EARNINGS GAIN WAS 54 CENTS FOR EVERY DOLLAR INVESTED BY THE GOVERNMENT IN TRAINING, (2) FOR OJT TRAINEES, THE EARNINGS GAIN WAS $2.10 FOR EVERY DOLLAR INVESTED BY THE GOVERNMENT, (3) THE EDUCATIONAL LEVEL OF TRAINEES DROPPED STEADILY (OVER 47 PERCENT LACK A HIGH SCHOOL DIPLOMA), AND YOUNGER PERSONS, AGED 19 TO 34, MADE UP THE LARGEST GROUP AMONG THE LAST REPORT TO THE DIVISION OF EMPLOYMENT, WHILE 93 PERCENT OF THE OJT TRAINEES WERE EMPLOYED AT THE COMPLETION OF THEIR TRAINING, AND (5) OJT CONTRACTS INVOLVING 118 PROJECTS, AND MORE THAN 20 DIFFERENT INSTITUTIONAL TRAINING PROGRAMS ARE NOW UNDERWAY AS A RESULT OF STATE FINANCING. ALSO INCLUDED ARE TABLES, THE LEGISLATIVE BACKGROUND OF MANPOWER TRAINING, PART OF THE STATE MANPOWER TRAINING ACT, A DESCRIPTION OF TRAINEE CHARACTERISTICS, AND FINDINGS OF OTHER COST-BENEFIT STUDIES. (ET)
AIM/ARM: VT005223

1562 EVALUATION AND SKILL TRAINING OF OUT-OF-SCHOOL, HARD CORE UNEMPLOYED YOUTH FOR TRAINING AND PLACEMENT, A FOLLOW-UP STUDY OF THE EXPERIMENTAL AND DEMONSTRATION MANPOWER PROGRAM. 65
SMITH, ARTHUR E.;AND OTHERS
SAINT LOUIS UNIV., MO. DEPT. OF EDUCATION. OFFICE OF MANPOWER, AUTOMATION, AND TRAINING (DOL), WASHINGTON, D.C.
NOTES: 110P.
ADULT VOCATIONAL EDUCATION, COMMUNITY ATTITUDES, DEMONSTRATION PROGRAMS, DISADVANTAGED YOUTH, EMPLOYER ATTITUDES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FAMILY CHARACTERISTICS, FIELD INTERVIEWS, FOLLOWUP STUDIES, OUT OF SCHOOL YOUTH, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STUDENT CHARACTERISTICS, SUCCESS FACTORS, UNEMPLOYED, YOUTH AGENCIES, YOUTH EMPLOYMENT, JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, MISSOURI, SAINT LOUIS, YOUTH TRAINING PROJECT
THE EFFECTIVENESS OF THE YOUTH TRAINING PROJECT ADMINISTERED BY THE JEWISH EMPLOYMENT AND VOCATIONAL SERVICE (JEVS) OF SAINT LOUIS, MISSOURI, IS ASSESSED IN THIS FOLLOWUP STUDY. THE REPORT IS BASED UPON AN ANALYSIS OF DATA REGARDING 91 YOUTHS WHO ACTUALLY COMPLETED THE ENTIRE JEVS PROGRAM. THE DATA WERE OBTAINED FROM JEVS RECORDS AND TRAINEE AND EMPLOYER INTERVIEWS. FOURTEEN VARIABLES RELATED TO THE TRAINEES AND THEIR WORK EXPERIENCES WERE ISOLATED, AND IT WAS HYPOTHESIZED THAT SIGNIFICANT DIFFERENCES WOULD APPEAR BETWEEN GROUPS OF SUCCESSFUL AND UNSUCCESSFUL YOUTHS WHEN COMPARED ON EACH OF THE VARIABLES. OF THE 14 HYPOTHESES TESTED, ONLY THE HYPOTHESIS THAT SUCCESSFUL TRAINEES WOULD BE JUDGED COOPERATIVE BY THEIR SUPERVISORS MORE FREQUENTLY THAN WOULD UNSUCCESSFUL TRAINEES REVEALED A SIGNIFICANT DIFFERENCE BETWEEN SUCCESSFUL AND UNSUCCESSFUL GROUPS OF TRAINEES. LACK OF RELEVANT DATA REGARDING THE AGENCY, DUE TO THE ABSENCE OF AN ON-GOING PROGRAM, PREVENTED A COMPLETE ANALYSIS OF THE AGENCY. HOWEVER, THE EMPLOYERS REACTIONS OF SATISFACTION WITH THE OCCUPATIONAL SKILLS PRESENTED BY 75 PERCENT OF THE TRAINEES AND A FAVORABLE ATTITUDE TOWARD THE PROGRAM INDICATED A SUCCESSFUL PROGRAM DEVOTED TO THE RECOVERY OF YOUTH POTENTIAL. THE INTERVIEW SCHEDULES AND TABULAR DATA TO SUPPLEMENT THE TEXT ARE GIVEN IN THE APPENDIXES. (HC)
ERIC: ED023819

1563 AN EVALUATION FOLLOW-UP STUDY OF THE JOC EXPERIMENTAL DEMONSTRATION PROJECT FOR THE COMMUNITIES OF DENVER AND PUEBLO, COLORADO. FINAL REPORT. SEP 67
GLASER, EDWARD M.;HOUSTON, CLIFFORD G.
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 121P.
PROGRAM EVALUATION, FOLLOWUP STUDIES, EXPERIMENTAL PROGRAMS, DEMONSTRATION PROGRAMS, JOB PLACEMENT, ON THE JOB TRAINING, DISADVANTAGED GROUPS, ADULT VOCATIONAL EDUCATION, UNEMPLOYED, EMPLOYMENT PROGRAMS, DENVER, PUEBLO, COLORADO
THE JOB OPPORTUNITY CENTERS (JOC) IN DENVER AND PUEBLO, COLORADO, WERE FOUND BY THE OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH FOR THE 20-MONTH PERIOD FROM OCTOBER, 1964, TO JUNE, 1966. SOME OBJECTIVES WERE (1) TO PROVIDE AN INTENSIVE PROGRAM OF RECRUITMENT, SELECTION, COUNSELING, TESTING, REFERRAL TO TRAINING, AND PLACEMENT OF A MINIMUM OF 500 UNEMPLOYED HEADS OF FAMILIES, (2) TO PLACE A MINIMUM OF 100 OF THE 500 IN ON-THE-JOB TRAINING SITUATIONS AND (3) TO HELP THE DISADVANTAGED ACQUIRE BASIC EDUCATIONAL, SOCIAL, AND OTHER SKILLS NEEDED TO HELP THEM ADJUST TO COMMUNITY LIFE AS IT NOW EXISTS. IN SEPTEMBER, 1965, THE SECRETARY OF LABOR AWARDED A 24-MONTH CONTRACT TO THE HUMAN INTERACTION RESEARCH INSTITUTE TO CONDUCT A FOLLOW-UP STUDY OF THE WORK OF THE JOC. THE DESCRIPTIVE STUDIES AND CRITIQUE OF JOC OPERATIONS AND EMPIRICAL STUDIES OF JOC OUTCOMES INDICATES THAT LITTLE IN THE WAY OF PRODUCTIVE OUTCOMES EMERGED FROM THE JOC PROJECT. JOC NOT ACHIEVING ITS EXPECTATIONS IS NOT AN INDICATION THAT THE IDEA OF AN EXPERIMENTAL-DEMONSTRATION PROJECT OF THIS TYPE IS NOT WORTH TRYING. MORE ACCURATELY

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1563 CONSTRUED. IT MAY BE AN INDICATION OF THE EXTENT TO WHICH RELATIVELY UNQUALIFIED PEOPLE WERE ABLE TO COPE WITH THE COMPLEXITIES OF WHAT IS NOW RECOGNIZED AS ONE OF THE MORE DIFFICULT UNDERTAKINGS IN OUR HIGHLY COMPLEX SOCIETY. (MC)
AIM/ARM: VT004904

1564 AN EVALUATION MODEL DESIGNED TO MEASURE THE EFFECTIVENESS OF A ONE-WEEK TRAINING COURSE, POSITION CLASSIFICATION AND THE MANAGEMENT PROCESS. JUN 70
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. BUREAU OF TRAINING.
NOTES: 48P.
COURSE EVALUATION, EVALUATION METHODS, GOVERNMENT EMPLOYEES, JOB SKILLS, MODELS, PARTICIPANT SATISFACTION, PERSONNEL EVALUATION, SHORT COURSES, SPECIALISTS, TESTING, TRAINEES, TRAINING OBJECTIVES, WHITE COLLAR OCCUPATIONS
THE EVALUATION OF A ONE-WEEK TRAINING COURSE FOR POSITION CLASSIFICATION TRAINEES AND PERSONNEL SPECIALISTS IS DESCRIBED. THE STUDY POPULATION INCLUDED 29 GOVERNMENT EMPLOYEES IN GRADES 5 THROUGH 9, 14 OF WHOM WERE POSITION CLASSIFICATION TRAINEES AND 15 OF WHOM WERE INTERNS OR PERSONNEL SPECIALISTS. THE EVALUATION STUDY OUTLINE WAS AS FOLLOWS: A. COURSE SELECTED FOR EVALUATION; B. LEARNERS PRE-ASSESSED BY ASSUMPTIONS BY THE PERSONNEL MANAGEMENT TRAINING CENTER STAFF AND BY ANALYSIS OF PARTICIPANTS PRESENT JOB RESPONSIBILITIES; C. COURSE OBJECTIVES STATED IN TERMS THAT ARE BEHAVIORAL, OBSERVABLE, AND MEASURABLE; D. EVALUATION INSTRUMENTS ESTABLISHED; E. COURSE DESIGNED; F. COURSE CONDUCTED AND EVALUATION DATA GATHERED; G. EVALUATION DATA ANALYZED; H. CONCLUSIONS FORMED FROM EVALUATION DATA; I. RECOMMENDATION MADE FOR COURSE REDESIGN; AND J. EVALUATION MODEL REDESIGNED. THE COURSE SELECTED FOR STUDY WAS POSITION CLASSIFICATION AND THE MANAGEMENT PROCESS. A SUMMARY CHART PRESENTS OBJECTIVES, METHODS OF OBSERVATION, AND ACCEPTABLE LEVEL OF PERFORMANCE. TEN ATTACHMENTS PROVIDE THE EVALUATION INSTRUMENTS; THESE ARE 1. 50-ITEM OBJECTIVE PRE-TEST; 2. 50-ITEM OBJECTIVE POST-TEST; (ATTACHMENT 3 IS A TEST-ITEM DISTRIBUTION CHART FOR BOTH THE PRE- AND POST-TEST); 4. LEARNER SELF-ASSESSMENT QUESTIONNAIRE AND SUPERVISOR ASSESSMENT QUESTIONNAIRE; 5. TRAINING WORK PRODUCT RATING SCALE; 6. STUDENT WORK SHEET FOR EVALUATION OF POSITIONS; 7. CHECKLIST FOR DESK AUDIT; 8. EVALUATION OF SPECIFIC CONTENT ITEMS; 9. EVALUATION OF RESOURCES, METHODS, AND MATERIALS; 10. EVALUATION OF INSTRUCTOR; AND 11. EVALUATION OF ENVIRONMENTAL FEATURES. (DB)
ERIC: ED064568

1565 EVALUATION OF A CONTINGENCY JOB DESIGN MODEL IN AN INFORMATION TECHNOLOGY ENVIRONMENT MAY 76
LOWRY, PHILIP EDWARD
ARIZONA STATE UNIV TEMPE
NOTES: 178P
JOB ANALYSIS, JOB SATISFACTION, MANAGEMENT INFORMATION SYSTEMS, INFORMATION SYSTEMS, DATA PROCESSING, JOB DESIGN, JOB ENLARGEMENT, JOB ENRICHMENT, INFORMATION TECHNOLOGY, JOB GROWTH, JOB CHARACTERISTICS, ABSENTEEISM, WORK VALUES, TURNOVER, JOB BEHAVIOR, NTISDODXA
THIS STUDY EVALUATED A CONTINGENCY JOB DESIGN MODEL IN AN INFORMATION TECHNOLOGY ENVIRONMENT. THE STUDY INVOLVED EMPLOYEES (MILITARY AND CIVILIAN) OF TWO UNITED STATES ARMY ORGANIZATIONS WHICH DEVELOP AND OPERATE ADP PROGRAMS. THE OBJECTIVE WAS TO DETERMINE WHETHER THE DESIGN MODEL PREDICTS ORGANIZATION BEHAVIOR IN CERTAIN ADP JOBS. THE STUDY EXAMINED THE RELATIONSHIP BETWEEN CERTAIN JOB CHARACTERISTICS (TASK SIGNIFICANCE, TASK IDENTITY, SKILL VARIETY, AUTONOMY, AND FEEDBACK FROM THE JOB) AND ON JOB BEHAVIOR AS REPRESENTED BY INTERNAL MOTIVATION, GENERAL SATISFACTION, PERFORMANCE, TURNOVER, AND ABSENTEEISM. ALSO, THE STUDY EXAMINED THE EXTENT TO WHICH GROWTH NEEDS AND WORK VALUES MODERATED THE RELATIONSHIP BETWEN JOB CHARACTERISTICS AND JOB BEHAVIOR. RESULTS OF THE STUDY INDICATE THAT INTERNAL MOTIVATION, GENERAL SATISFACTION, AND PERFORMANCE OF ADP PERSONNEL ARE AFFECTED BY JOB CHARACTERISTICS. WHILE GROWTH NEEDS AND WORK VALUES DO MODERATE THE RELATIONSHIP, THE MODERATING VALUE IS RELATIVELY WEAK. AGE, SEX, AND EDUCTION DEMONSTRATED INSIGNIFICANT OR WEAK INFLUENCE ON JOB BEHAVIOR. THE STUDY WAS RELEVANT TO THE UNITED STATES ARMY, NEARLY ELEVEN THOUSAND ARMY EMPLOYEES ARE IN ADP JOBS. THE ULTIMATE RESULT OF IMPROVED JOB DESIGN CAN BE INCREASED SATISFACTION AND HIGHER QUALITY PERFORMANCE. (AUTHOR)
NTIS: AD-A026 943/1ST NTIS PRICES PC$7.50/MF$2.25

1566 EVALUATION OF A DEMONSTRATION CAREER INFORMATION CENTRE. AN INTERIM REPORT. 74
WRIGHT, ERICA
NORTH YORK BOARD OF EDUCATION, WILLOWDALE (ONTARIO).
NOTES: 73P.; FOR RELATED DOCUMENTS, SEE CG 010 620-624
CAREER EXPLORATION, DATA ANALYSIS, DEMONSTRATION PROGRAMS, DEMONSTRATION PROJECTS, GUIDANCE SERVICES, INFORMATION CENTERS, OCCUPATIONAL CHOICE, OCCUPATIONAL INFORMATION, PROGRAM EVALUATION, SECONDARY EDUCATION, STATISTICAL DATA, STUDENT NEEDS, VOCATIONAL COUNSELING, CANADA
THIS PAPER REPORTS ON PHASE ONE OF THE EVALUATION OF A CAREER INFORMATION CENTER ESTABLISHED IN A SECONDARY SCHOOL AS A DEMONSTRATION PROJECTS. THE EVALUATION IS BASED ON A QUESTIONNAIRE DEVELOPED TO PROBE STUDENTS VIEWS REGARDING FUTURE PLANNING, AND TO ASCERTAIN WHAT PLANS THEY THEMSELVES WERE MAKING. INTERVIEWS WERE ALSO CONDUCTED TO GAIN INFORMATION ABOUT STUDENTS REACTIONS TO THE CAREER INFORMATION CENTER. THE PAPER PROVIDES EXTREMELY DETAILED REPORTS OF STUDENTS RESPONSES. THE QUESTIONNAIRE FINDINGS ARE VIEWED AS A BASE OF INFORMATION ABOUT THE STUDENTS PRIOR TO THE INTRODUCTION OF THE CAREER INFORMATION CENTER. THE INTERVIEW FINDINGS ARE THAT, GENERALLY, THE STUDENTS HAVE POSITIVE FEELINGS ABOUT THE CENTER, ARE WELL INFORMED ABOUT THE CENTER, AND HAVE VISITED

(CONT.)
1566 IT SEVERAL TIMES. (NG)
ERIC: ED124834

1567 EVALUATION OF A DEMONSTRATION CAREER INFORMATION CENTRE. PHASE 2. 75
WRIGHT, ERICA
NORTH YORK BOARD OF EDUCATION, WILLOWDALE (ONTARIO).
NOTES: 53P.: FOR RELATED DOCUMENTS, SEE CG 010 620-624
CAREER EXPLORATION, DATA ANALYSIS, DEMONSTRATION PROGRAMS, DEMONSTRATION PROJECTS, GUIDANCE SERVICES, INFORMATION CENTERS, OCCUPATIONAL INFORMATION, PROGRAM EVALUATION, SECONDARY EDUCATION, STATISTICAL DATA, STUDENT NEEDS, VOCATIONAL COUNSELING, CANADA
THIS PAPER REPORTS ON PHASE TWO OF THE EVALUATION OF A MODEL CAREER INFORMATION CENTER ESTABLISHED IN A SECONDARY SCHOOL OF A DEMONSTRATION PROJECT. THIS REPORT IS BASED ON STUDENT DATA COLLECTED AFTER THE CENTER HAD BEEN IN OPERATION EIGHT MONTHS. THE STUDENTS RESPONSES ARE REPORTED IN DETAIL. THE MAJOR FINDINGS FROM THE SURVEY ARE THAT 83% OF STUDENTS HAD VISITED THE CENTER: APPROXIMATELY ONE-THIRD HAD RECEIVED ASSISTANCE: THAT STUDENTS HAVE IMPROVED THEIR ABILITY TO VERBALIZE THE NECESSARY STEPS IN CAREER CHOICE: AND THAT THEY INCREASINGLY WANT MORE SPECIFIC INFORMATION ABOUT PARTICULAR CAREERS. THE REPORT INDICATES STUDENT USE OF THE FACILITY AND DETAILS THE METHODS USED TO MAKE SURE STUDENTS KNEW ABOUT THE CENTER. (NG)
ERIC: ED124835

1568 EVALUATION OF A DEMONSTRATION CAREER INFORMATION CENTRE, PHASE 3. JAN 76
HUNTER, SUSANNE M.
NORTH YORK BOARD OF EDUCATION, WILLOWDALE (ONTARIO).
NOTES: 38P.: FOR RELATED DOCUMENTS, SEE CG 010 620-623
CAREER EXPLORATION, DATA ANALYSIS, DEMONSTRATION PROGRAMS, DEMONSTRATION PROJECTS, GUIDANCE SERVICES, INFORMATION CENTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PROGRAM EVALUATION, SECONDARY EDUCATION, STATISTICAL DATA, STUDENT NEEDS, VOCATIONAL COUNSELING, CANADA
THIS PAPER REPORTS ON PHASE THREE OF THE EVALUATION OF A MODEL CAREER INFORMATION CENTER ESTABLISHED IN A SECONDARY SCHOOL AS A DEMONSTRATION PROJECT. THIS REPORT CONTAINS COMPARATIVE DATA OBTAINED FROM STUDENT RESPONSES, ONE YEAR AFTER THE CENTER HAD BEEN IN OPERATION. THIS SURVEY FOUND THAT WHILE THE NUMBER OF STUDENTS SEEKING ASSISTANCE FROM A GUIDANCE COUNSELOR HAD DECREASED, THE STUDENTS RATED SUCH VISITS AS MORE HELPFUL THAN THOSE SURVEYED EARLIER. IT WAS ALSO FOUND THAT, COMPARED TO THE EARLIER SAMPLE, THE PRESENT STUDENTS WERE MORE ABLE TO VERBALIZE THE STEPS NECESSARY TO CAREER DECISIONS, TOOK MORE PRACTICAL STEPS, AND INDICATED GREATER COMMITMENT IN THE STEPS THEY HAD TAKEN TO PLANNING THEIR FUTURE. IT WAS ALSO FOUND THAT NEW NEEDS WERE EMERGING AND DIFFERENT NEEDS WERE BEING MET. (NG)
ERIC: ED124836

1569 EVALUATION OF ADULT EDUCATION. 17 MAR 70
TRANT, DAVID
NOTES: 17P.
ADULT EDUCATION PROGRAMS, ADULT STUDENTS, EVALUATION, EVALUATION METHODS, EVALUATION NEEDS, EVENING PROGRAMS, NIGHT SCHOOLS, PARTICIPANT SATISFACTION, PROGRAM EVALUATION, QUESTIONNAIRES, STUDENT ATTITUDES, VANCOUVER
THIS PAPER EXAMINES IN DETAIL THE PROBLEM OF EVALUATION AS APPLIED TO ADULT EDUCATION, AND PRESENTS RESULTS OF A STUDY IN WHICH ADULT STUDENTS EVALUATED THE NIGHT SCHOOL PROGRAM IN VANCOUVER BY MEANS OF A QUESTIONNAIRE. THE FOLLOWING TOPICS ARE DISCUSSED THE DEFINITION OF EVALUATION: THE DIFFERENCES BETWEEN EVALUATION AS APPLIED TO ADULT EDUCATION AND TO FORMAL EDUCATION THE MEANINGFULNESS OF EVALUATION: ITS BASIC THEORY: AND WHICH QUESTIONS TO ASK ABOUT THE SUCCESS OF ADULT EDUCATION AND HOW TO SECURE ANSWERS. THE VANCOUVER STUDY REVEALED THAT AN OVERWHELMING MAJORITY OF THE PARTICIPANTS LOOK VERY FAVORABLY ON THEIR ADULT SCHOOL EXPERIENCES AND CONSIDER THEY ARE ACHIEVING THEIR OBJECTIVES. A COPY OF THE QUESTIONNAIRE IS INCLUDED. (CL)
ERIC: ED064608

1570 AN EVALUATION OF ADVISORY COMMITTEE EFFECTIVENESS. FINAL REPORT. JUL 75
DANENBURG, WILLIAM P.: AND OTHERS
UNIVERSITY OF SOUTH FLORIDA, TAMPA. FLORIDA STATE ADVISORY COUNCIL ON VOCATIONAL AND TECHNICAL EDUCATION, TALLAHASSEE.: FLORIDA STATE DEPT. OF EDUCATION, TALLAHASSEE. DIV. OF VOCATIONAL, TECHNICAL AND ADULT EDUCATION.
NOTES: 66P.
ADVISORY COMMITTEES, EVALUATION, FORMATIVE EVALUATION, ORGANIZATIONAL EFFECTIVENESS, PARTICIPANT SATISFACTION, PERFORMANCE, PRODUCTIVITY, QUESTIONNAIRES, STATE SURVEYS, STATISTICAL ANALYSIS, STATISTICAL DATA, TABLES (DATA), TECHNICAL EDUCATION, VOCATIONAL EDUCATION, FLORIDA
THE PURPOSES OF THE STUDY WERE TO (1) DETERMINE THE EXTENT OF ADVISORY COMMITTEE ACTIVITY IN VOCATIONAL AND TECHNICAL EDUCATION IN THE STATE OF FLORIDA, (2) MEASURE THE EFFECTIVENESS OF THE COMMITTEES AS PERCEIVED BY MEMBERS, AND (3) DISCOVER PRACTICES CHARACTERISTIC OF EFFECTIVE ADVISORY COMMITTEES. TWO TYPES OF COMMITTEES, A GENERAL AND A SPECIALIZED, NECESSITATED DISTRIBUTION OF TWO SEPARATE QUESTIONNAIRES TO A RANDOM SAMPLING OF MEMBERS WITHIN EACH COMMITTEE TYPE. DATA WERE ANALYZED IN TWO WAYS BY CROSS TABULATION INDICATING THE RELATIONSHIP BETWEEN PARTICIPANTS SELF-REPORTED EFFECTIVENESS RATING AND THEIR RESPONSIVENESS ON COMMITTEE ACTIVITIES, AND BY A FREQUENCIES PROGRAM INDICATING THE PRACTICES PERFORMED MOST OFTEN BY EACH TYPE OF COMMITTEE. THE APPENDIXES, WHICH COMPRISE MORE THAN HALF OF THE DOCUMENT, CONTAIN AN ANALYSIS OF EACH SURVEY ITEM

(CONT.)
1570 WITH RESPECT TO PERFORMANCE OR NONPERFORMANCE AND THE CATEGORIZATION OF EACH ITEM AS A PLANNING, IMPLEMENTATION, OR EVALUATION PRACTICE. A LIST OF RECOMMENDATIONS FOR FLORIDA COMMITTEES WAS GENERATED FROM THE RESULTS OF THE STUDY AND IS INCLUDED IN THE REPORT. (AUTHOR/KH)
ERIC: ED122081

1571 AN EVALUATION OF APPRENTICESHIP--GROWTH OR STAGNATION, A FRANK DISCUSSION OF GOVERNMENT, UNION, AND INDUSTRY ROLES. OCT67
COYLE, LAWRENCE F.
APPRENTICESHIPS, EMPLOYER ATTITUDES, EVALUATION, FEDERAL GOVERNMENT, INDUSTRIAL TRAINING, INDUSTRY, JOB SKILLS, LABOR EDUCATION, LABOR STANDARDS, LABOR UNIONS, LEARNING THEORIES, MANPOWER DEVELOPMENT, MOTIVATION, PROGRAM LENGTH, PSYCHOLOGICAL NEEDS, SKILLED OCCUPATIONS, WAGES, WORK ATTITUDES
APPRENTICESHIP PROGRAMS, WHICH SHOULD PROVIDE A CONTINUOUS SUPPLY OF CRAFTSMEN, ARE NOT NOW ALLEVIATING A SHORTAGE OF SKILLED LABOR. CRAFT UNIONS PERPETUATE SKILLS SHORTAGES BY SPECIFYING JOURNEYMEN-APPRENTICE RATIOS AND MAINTAINING A RESTRICTIVE SELECTION POLICY. THE SOLUTION TO THE PROBLEM LIES NOT IN FEDERAL LEGISLATION NOR IN MORE FORMAL TRAINING PROCEDURES, BUT RATHER IN REVITALIZING EXISTING STRUCTURES OF APPRENTICESHIP FROM WITHIN TO STIMULATE INDIVIDUALS TO BECOME MORE CREATIVE, CONSCIENTIOUS APPRENTICES. HOW WORKERS ARE MOTIVATED HAS BEEN THE SUBJECT OF SEVERAL PSYCHOLOGICAL STUDIES. WHEN APPLIED TO APPRENTICESHIP TRAINING, THESE STUDIES PINPOINT ASPECTS OF THE PROGRAMS THAT NOW STIFLE INCENTIVE, INCLUDING MAN-HOUR REQUIREMENTS FOR EACH STEP OF TRAINING (TRADITIONALLY LASTING FROM FOUR TO SIX YEARS), STANDARD UNION WAGES WHICH DO NOT REWARD SUPERIOR PERFORMANCE, AND, ESPECIALLY, RESTRICTED ACTIVITIES WITHIN THE JOB. IF THE APPRENTICE WERE GIVEN THE FREEDOM TO PROGRESS THROUGH THE PROGRAM AT HIS OWN RATE BASED UPON THE QUALITY OF WORK HE PRODUCES, THE PUBLIC WOULD BE REWARDED BY A HIGHER STANDARD OF CRAFTSMANSHIP, UNIONS WOULD RECEIVE THE RECOGNITION AND STATUS DUE AN ORGANIZATION PRODUCING HIGHLY TRAINED CRAFTSMEN, AND THE INDIVIDUAL WOULD PROSPER MATERIALLY AND PSYCHOLOGICALLY. THIS DOCUMENT APPEARED IN TRAINING AND DEVELOPMENT JOURNAL, 21(10)/2/12 OCTOBER 1967. (AJ)
ERIC: ED012883

1572 AN EVALUATION OF AREA SKILL SURVEYS AS A BASIS FOR MANPOWER POLICIES. APR 71
MOSER, COLLETTE HELEN
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 268P.; PH.D. DISSERTATION, WISCONSIN UNIVERSITY
EMPLOYERS, EMPLOYMENT PROJECTIONS, JOB ANALYSIS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL SURVEYS, POLICY FORMATION, PROGRAM EVALUATION, PROGRAM PLANNING, PUBLIC POLICY, VOCATIONAL EDUCATION, AREA SKILL SURVEYS
THE POSSIBLE APPLICATION OF AREA SKILL SURVEYS TO MANPOWER PLANNING IS CONSIDERED. STATISTICAL DATA WERE DERIVED FROM RE-SURVEYING EMPLOYERS WHO HAD PROJECTED IN 1964 THEIR EMPLOYMENT FOR 1966 IN ABOUT 200 OCCUPATIONS. AREA SKILL SURVEYS FOR ROANOKE AND PETERSBURG, VIRGINIA WERE EVALUATED. PREDICTION LOSSES FROM THE AREA SKILL SURVEY PROJECTIONS, COMPARED WITH THOSE OBTAINED FROM USING A NAIVE 7 PERCENT GROWTH MODEL, SHOWED A LITTLE OVER 1 PERCENT LESS PREDICTION LOSS FOR THE SURVEY THAN FOR THE MODEL. (AUTHOR/BH)
ERIC: ED062507 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 199 444, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

1573 EVALUATION OF ARIZONA JOB COLLEGES: A DEMONSTRATION OF COMPREHENSIVE MANPOWER SERVICES TO FAMILIES. FINAL REPORT. MAR 74
POLICY DEVELOPMENT CONSULTANTS, LA JOLLA, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 283P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT, FAMILY LIFE, FAMILY MANAGEMENT, FAMILY PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, REHABILITATION, RURAL FAMILY, VOCATIONAL COUNSELING, ARIZONA, ARIZONA JOB COLLEGES
THIS IS A REPORT OF A COMPREHENSIVE EVALUATION OF THE ARIZONA JOB COLLEGES AND PROVIDES AN ANALYSIS OF THE EFFECTIVENESS OF AJC WITH RESPECT TO IMPROVING THE CLIENT FAMILYS LIFE: SPECIFICALLY, IN THEIR JOB AND INCOME, FAMILY ACTIVITIES, COMMUNITY ACTIVITIES, MATERIAL WELL BEING, GOOD CONSUMER PRACTICES, AND ATTITUDES AND OUTLOOK ON LIFE. THE REPORT ALSO ASSESSES OPERATIONAL AND ADMINISTRATIVE PROCESSES OF AJC. INTERVIEWS WERE CONDUCTED WITH AJC CLIENTS AND STAFF OVER A THREE-YEAR PERIOD. (NTIS)
ERIC: ED098323 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (ORDER NO. PB-231 538, MF-$1.45, HC-$17.25)

1574 EVALUATION OF BLS ECONOMIC AND EMPLOYMENT PROJECTIONS 1975
SYLVESTER, R.; MOONEY, T.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 572-576.
AGRICULTURE, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, EVALUATION, EXPORT, GNP, GOVERNMENT AGENCY, GOVERNMENT SPENDING, IMPORT, INPUT OUTPUT ANALYSIS, INVESTMENT, LABOR FORCE, MANUFACTURING, MODELING, PRIVATE SECTOR, PRODUCTIVITY, PUBLIC ADMINISTRATION, QUANTITATIVE METHODS, STATISTICS, SUPPLY AND DEMAND
INDUSTRY PRODUCTIVITY AND PROJECTED CHANGES IN THE AVERAGE WORKWEEK ARE USED TO ESTIMATE EMPLOYMENT BY INDUSTRY. THE MAJOR ASSUMPTIONS USED IN FORECASTING ARE REVIEWED. VARIOUS COMPONENTS OF THE ECONOMY ARE EXAMINED AND PROJECTED VALUES ARE COMPARED WITH ACTUAL VALUES.
MGMT: ASA75MP572

1575 AN EVALUATION OF COUPON INCENTIVES. 1 NOV 68
ALMEN, R. E.;JOSEPH, M. P.
MINNEAPOLIS PUBLIC SCHOOLS, MINN. WORK OPPORTUNITY CENTER.
NOTES: 15P.
EDUCATIONAL INTEREST, INCENTIVE SYSTEMS, JOB TRAINING, MOTIVATION, POSITIVE REINFORCEMENT, STUDENT MOTIVATION, TECHNICAL EDUCATION, VOCATIONAL TRAINING CENTERS, YOUTH OPPORTUNITIES
IN OCTOBER, 1967, THE STAFF OF THE WORK OPPORTUNITY CENTER (WOC) IN MINNEAPOLIS, MINNESOTA, BEGAN ISSUING COUPONS TO STUDENTS FOR ATTENDANCE AND ACHIEVEMENT IN CLASSES. EACH COUPON IS WORTH 10 CENTS WHEN USED TOWARD NOON LUNCHES AT THE WOC CAFETERIA, DRY CLEANING SERVICES AT WOC CLEANERS, OR LABOR OR SERVICES CHARGES AT THE WOC AUTO SERVICE STATION. THIS STUDY PRESENTS A SUMMARY OF STATISTICS, A STAFF EVALUATION OF COUPON EFFECTIVENESS WITH SUGGESTIONS FOR IMPROVEMENT, AND A SAMPLE OF STUDENT OPINIONS AND SUGGESTIONS. ATTENDANCE IMPROVEMENT WAS STATISTICALLY SIGNIFICANT, ALTHOUGH THE MAJORITY OF STAFF MEMBERS FELT THE COUPONS TO BE OF LITTLE OR NO HELP. THE RESPONSE WITH RESPECT TO ACHIEVEMENT IMPROVEMENT WAS SIMILAR, BUT MOST STAFF MEMBERS FELT THE SYSTEM SHOULD CONTINUE. A LARGE MAJORITY OF STUDENTS RATED THE COUPONS AS IMPORTANT OR JUST A LITTLE IMPORTANT, AND ABOUT A THIRD SUGGESTED IMPROVEMENTS. (BP)
ERIC: ED027576

1576 EVALUATION OF HUMAN RELATIONS APPROACH TO GAINING AND MAINTAINING EMPLOYMENT, JUNE 27, 1967-JANUARY 27, 1969. RESEARCH AND DEVELOPMENT REPORT, VOL. 2, NO. 10. JUL 69
IRELAND, VERA M.;SMITH, KATHLEEN
ATLANTA PUBLIC SCHOOLS, GA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 57P.
PREVOCATIONAL EDUCATION, ADULT VOCATIONAL EDUCATION, FEDERAL PROGRAMS, UNEMPLOYED, PROGRAM EVALUATION, PROGRAM EFFECTIVENESS, EMPLOYMENT PROGRAMS, DISADVANTAGED GROUPS, STATISTICAL ANALYSIS, WORK ATTITUDES, HUMAN RELATIONS, MANPOWER DEVELOPMENT AND TRAINING ACT , MDTA
TO FIND EMPLOYMENT FOR HARD-CORE DISADVANTAGED PEOPLE IN ATLANTA, A PREVOCATIONAL PROGRAM WAS DEVELOPED TO ENCOURAGE POSITIVE ATTITUDES TOWARD WORK AND HUMAN RELATIONS SKILLS. THE EFFORT INVOLVED RECRUITING, SELECTING, TRAINING, AND PLACING ON JOBS AT LEAST 300 FROM AN ESTIMATED 800 OF THE UNEMPLOYED IN THE ATLANTA AREA. CONDUCTED BY A TEAM OF HUMAN RELATIONS LEADERS, THE PROJECT PROVIDED (1) GROUP THERAPY SESSIONS AND INDIVIDUAL COUNSELING, (2) A HUMANITIES PROGRAM, (3) ON THE JOB INSTRUCTION, (4) LIMITED USE OF PROGRAMED INSTRUCTION USING A TALKING TYPEWRITER, (5) JOB PLACEMENT AND GUIDANCE, AND (6) HEALTH EXAMINATIONS AND FOLLOWUP MEDICAL SERVICES. ANALYSIS OF DATA SHOWED (1) TRAINEES MADE SIGNIFICANT IMPROVEMENT IN ACADEMIC AREAS AND COMPOSITE INTELLIGENCE SCORES, (2) POSITIVE CORRELATIONS BETWEEN THE PRETEST AND POSTTEST SCORES, AND (3) HIGHER THAN AVERAGE EMPLOYER RATINGS. AMONG THE CHARACTERISTICS OF THE SUCCESSFUL TRAINEES AS MEASURED BY THE T-TEST WERE A HIGHER LEVEL OF EDUCATION, SOCIAL MATURITY, AND RESPECT FOR AUTHORITY. STAFF CRITICISM OF THE PROJECT CENTERED ON ORGANIZATIONAL PROBLEMS, HOWEVER, THE FINDINGS CAN BE USED AS CRITERIA IN DEVELOPING NEW CURRICULUMS FOR DISADVANTAGED YOUTHS AND ADULTS. A RELATED DOCUMENT IS AVAILABLE AS VT 010 623 (ALSO IN THIS ISSUE). (JS)
AIM/ARM: VT010622

1577 AN EVALUATION OF INDIVIDUALIZED AND POOL SLOT DEVELOPMENT FOR PUBLIC SERVICE EMPLOYMENT THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
MATTSON, ROBERT E.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 38P.: FOR RELATED DOCUMENTS, SEE CE 001 806-818
EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, INDIVIDUAL DEVELOPMENT, JOB PLACEMENT, JOB SKILLS, LOW INCOME GROUPS, MANPOWER UTILIZATION, ON THE JOB TRAINING, PILOT PROJECTS, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PUBLIC SERVICE OCCUPATIONS, STATISTICAL ANALYSIS, UNDEREMPLOYED, UNEMPLOYMENT, MANPOWER RESEARCH, VERMONT
PUBLIC SERVICE EMPLOYMENT SLOTS CAN BE DEVELOPED IN THREE WAYS (1) BY ESTABLISHING A POOL OF JOBS INTO WHICH TRAINEES CAN BE PLACED: (2) BY DEVELOPING INDIVIDUALIZED SLOTS FOR EACH TRAINEE: (3) BY COMBINING THE POOL AND INDIVIDUALIZED APPROACHES. IN TERMS OF ADMINISTRATIVE AND COST EFFICIENCY, THERE IS LITTLE DIFFERENCE BETWEEN THE POOL AND THE INDIVIDUALIZED APPROACH. THE POOL APPROACH HAS SEVERAL DRAWBACKS FROM THE EMPLOYERS STANDPOINT SOME SLOTS MAY BE UNFILLED FOR LONG PERIODS OF TIME: SOME SLOTS MAY BE NEGOTIATED WITH THE BUSINESS MANAGER, LEAVING THE SUPERVISOR SOMEWHAT IN THE DARK UNTIL THE TRAINEES ARE ON THE JOB AND READY FOR HIS SUPERVISION. IN TERMS OF CLIENT OUTCOMES, THOSE IN INDIVIDUALIZED SLOTS ARE MORE LIKELY TO COMPLETE TRAINING, BUT THERE IS NO SIGNIFICANT DIFFERENCE BETWEEN THE TWO GROUPS IN THE RATE OF PERMANENT PLACEMENT. THE BEST METHOD OF SLOT DEVELOPMENT IS PROBABLY INDIVIDUALIZED PLACEMENT WITHIN A POOL OF SLOTS. (INCLUDED ALSO ARE A LIST OF TABLES AND ILLUSTRATIONS.) (AUTHOR)
ERIC: ED094252 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

1578 AN EVALUATION OF INSTITUTIONAL VOCATIONAL TRAINING RECEIVED BY AMERICAN INDIANS THROUGH THE MUSKOGEE, OKLAHOMA AREA OFFICE OF THE BUREAU OF INDIAN AFFAIRS. MAY 69
BLUME, PAUL R.
OKLAHOMA STATE UNIV., STILLWATER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 261P.
ADULT VOCATIONAL EDUCATION, AMERICAN INDIANS, COST EFFECTIVENESS, EMPLOYMENT EXPERIENCE,

(CONT.)

1578 FEDERAL PROGRAMS, INCOME, PROGRAM EVALUATION, STUDENT CHARACTERISTICS, VOCATIONAL FOLLOWUP, OKLAHOMA, PUBLIC LAW 959

THE ADULT VOCATIONAL TRAINING RECEIVED BY INDIANS UNDER PUBLIC LAW 959 WAS EVALUATED TO DETERMINE BENEFITS OF INSTITUTIONAL TRAINING PROGRAMS AND TO DEVELOP MANPOWER POLICY RECOMMENDATIONS. CRITERIA OF THE EVALUATION INCLUDED EMPLOYMENT EXPERIENCE, INCOME, LABOR FORCE ATTACHMENT, AND BENEFIT COST RATIO. OF THE APPROXIMATELY 670 INDIANS WHO RECEIVED ADULT VOCATIONAL TRAINING, INFORMATION WAS OBTAINED FOR 220 FROM SCHOOL FILES AND BY MAILED QUESTIONNAIRE. SOME TRAINEE CHARACTERISTICS WERE (1) THE AVERAGE TRAINEE WAS BETTER EDUCATED THAN THE AVERAGE INDIAN, (2) THE EMPLOYMENT AND INCOME LEVELS WERE LOW BY MOST STANDARDS, (3) THERE WAS A FAIRLY HIGH NONCOMPLETION RATE AMONG THE TRAINEES, AND (4) THERE WAS SOME INDICATION THAT THE QUESTIONNAIRE RESPONSE RATE WAS PARTIALLY AFFECTED BY THE CULTURAL AND HISTORICAL BACKGROUND OF THE TRAINEES. CONCLUSIONS WERE (1) COMPLETION OF TRAINING RESULTS IN AN AVERAGE INCREASE IN INCOME OF $1,929, (2) THE AVERAGE INCREASE IN EMPLOYMENT WAS ABOUT 3 AND ONE HALF MONTHS OF ADDITIONAL EMPLOYMENT, AND (3) THE SOCIAL BENEFIT COST RATIO WAS FOUND TO BE 2.39. THIS DISSERTATION WAS SUBMITTED TO OKLAHOMA STATE UNIVERSITY. (DM)

ERIC: ED023862 UNIVERSITY MICROFILMS, INC., 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106.

1579 EVALUATION OF LOCAL VOCATIONAL EDUCATION PROGRAMS, A MANUAL FOR ADMINISTRATORS, TEACHERS, AND CITIZENS. JUL 65

BYRAM, HAROLD M.

NOTES: 85P.

ADMINISTRATOR GUIDES, ADVISORY COMMITTEES, BIBLIOGRAPHIES, CONSULTANTS, CURRICULUM EVALUATION, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, PROGRAM EVALUATION, STAFF UTILIZATION, VOCATIONAL DIRECTORS, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, EAST LANSING

AS A RESULT OF THE EXPERIENCES OF AND STUDY BY THE STAFF OF THREE MICHIGAN PUBLIC SCHOOLS PARTICIPATING IN A RESEARCH PROJECT BETWEEN 1963 AND 1965, THIS MANUAL WAS PREPARED FOR USE BY ADMINISTRATORS, TEACHERS, AND CITIZENS COMMITTEES IN EVALUATING AND PLANNING LOCAL VOCATIONAL EDUCATION PROGRAMS. IT EXPLAINS THE ROLE OF THE LOCAL DIRECTOR, CONSULTANTS, STAFF, CITIZENS COMMITTEES, AND THE PROCEDURES THAT CAN BE USED IN ANALYZING CURRICULAR OFFERINGS, STUDYING NEEDS WITH REFERENCE TO EXISTING PROGRAMS, AND USING THE PLACEMENT SERVICES AND FOLLOWUP OF GRADUATES AND FORMER STUDENTS IN THE EVALUATION PROCESS. THE APPENDIXES LIST SAMPLE FORMS USED BY THE THREE SCHOOLS TO OBTAIN INFORMATION FOR THEIR EVALUATIONS. (PA)

AIM/ARM: VT000026

1580 AN EVALUATION OF MANPOWER PROGRAMS FOR YOUNG MEN, 1964-1972 BASED UPON THE NATIONAL LONGITUDINAL SURVEYS. FINAL REPORT. SEP 75

SOMERS, GERALD G.;WARLICK,JENNIFER L.

WISCONSIN UNIV., MADISON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

NOTES: 106P.

COMPARATIVE ANALYSIS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FOLLOWUP STUDIES, INCOME, LONGITUDINAL STUDIES, MALES, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, PROBABILITY, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, MANPOWER PROGRAMS, PARNES NATIONAL LONGITUDINAL SURVEYS

THIS REPORT PROVIDES AN ANALYSIS OF YOUNG MEN IN THE PARNES NATIONAL LONGITUDINAL SURVEYS WHO WERE ENROLLED IN MANPOWER PROGRAMS FROM 1963 TO 1972. IT PROVIDES INFORMATION ON THE PROBABILITY THAT MEMBERS OF THE 5,225 SAMPLE WOULD ENTER A MANPOWER PROGRAM, GIVEN PERSONAL AND ECONOMIC CHARACTERISTICS. THE REPORT EVALUATES THE RELATIONSHIP OF MANPOWER PROGRAM PARTICIPATION TO ANNUAL EARNINGS FROM 1963 TO 1972 (USING SOCIAL SECURITY ADMINISTRATION DATA); AND DRAWS COMPARISONS FOR DIFFERENT TYPES OF PROGRAMS AND DURATION OF PARTICIPATION AMONG THE ENROLLEES. IT ALSO MAKES COMPARISONS WITH THOSE IN THE PARNES SAMPLE WHO DID NOT ENROLL. (AUTHOR)

ERIC: ED118647

1581 AN EVALUATION OF MANPOWER SERVICES AND SUPPORTIVE SERVICES TO AMERICAN INDIANS ON RESERVATIONS. FINAL REPORT. 20 OCT 72

AMERICAN INDIAN CONSULTANTS, INC., SCOTTSDALE, ARIZ. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.

NOTES: 216P.

AMERICAN INDIANS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, SPECIAL PROGRAMS, VOCATIONAL DEVELOPMENT, VOCATIONAL TRAINING CENTERS

AN ANALYSIS OF EFFORTS BEING UNDERTAKEN BY THE FEDERAL GOVERNMENT TO PROVIDE MUCH NEEDED MANPOWER AND FINANCIAL RESOURCES NECESSARY TO TACKLE UNEMPLOYMENT PLAGUING AMERICAN INDIANS. THIS STUDY INVENTORIES TEN MANPOWER SERVICES BEING OPERATED ON RESERVATIONS. THE PROGRAMS AND SERVICES EVALUATED INCLUDE (1) CONCENTRATED EMPLOYMENT PROGRAM, (2) NEIGHBORHOOD YOUTH CORPS, (3) MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAM, (4) NATIONAL ASSOCIATION OF BUSINESS PROGRAM, (5) JOBS, (6) PUBLIC SERVICE CAREERS, (7) PUBLIC EMPLOYMENT PROGRAM, (8) WORK INCENTIVE PROGRAM, (9) EMERGENCY EMPLOYMENT ACT PROGRAM, AND (10) COOPERATIVE AREA MANPOWER PLANNING SYSTEM. IT IS THE HOPE OF THE RESEARCHERS THAT THE ASSESSMENTS OBTAINED WOULD PROVIDE THE FACTS NECESSARY FOR THE ANALYSIS AND EVENTUAL CONSTRUCTION OF A METHOD FOR ACCELERATING MOVEMENT OF MANPOWER SERVICE DELIVERY TO ALL RESERVATIONS ACROSS THE U.S. (AUTHOR/SN)

ERIC: ED076439 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 030, MF $0.95, HC $6.75)

1582 AN EVALUATION OF MOTIVATIONAL SIMILARITY IN WORK GROUPS. JUN 71
BOWEN, DONALD D.
YALE UNIV., NEW HAVEN, CONN. DEPT. OF ADMINISTRATIVE SCIENCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 296P.; PH.D. DISSERTATION, YALE UNIVERSITY
BEHAVIOR PATTERNS, CULTURAL DIFFERENCES, GROUP BEHAVIOR, GROUP NORMS, JOB SATISFACTION, MOTIVATION, NATIONAL NORMS, ORGANIZATION, PERSONALITY STUDIES, PERSONALITY THEORIES, PERSONNEL SELECTION, WORK ATTITUDES, ORGANIZATIONAL RESEARCH
FOR SOME TIME, CULTURAL ANTHROPOLOGISTS HAVE ATTEMPTED TO EXPLAIN REGULARITIES OF BEHAVIOR IN LARGE GROUPS (NATIONS, TRIBES, ETC.) THROUGH A SERIES OF STUDIES GENERALLY KNOWN AS NATIONAL CHARACTER OR MODAL PERSONALITY STUDIES. THE INVESTIGATION REPORTED HERE ATTEMPTS TO ADAPT THE MODAL PERSONALITY APPROACH TO ORGANIZATIONAL RESEARCH. THE MAJOR CRITICISMS OF EARLIER RESEARCH IN THE ANTHROPOLOGICAL TRADITION ARE REVIEWED AND SEVERAL SUGGESTIONS ARE GENERATED FOR DEVELOPING A MODAL PERSONALITY APPROACH TO ORGANIZATIONAL RESEARCH. (AUTHOR)
ERIC: ED081965 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-200 291, MF $1.45, HC $3.00)

1583 EVALUATION OF NEIGHBORHOOD YOUTH CORPS PROJECTS. ABSTRACT. FEB66
NEIGHBORHOOD YOUTH CORPS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 10P.
COUNSELING, DISADVANTAGED YOUTH, DROPOUTS, EMPLOYER ATTITUDES, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PROGRAM ATTITUDES, PROGRAM EVALUATION, STUDENT ATTITUDES, STUDENTS, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, YOUTH AGENCIES, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS
THIS SUMMARY OF DUNLAP AND ASSOCIATES EVALUATION REPORT, PREPARED BY STAFF OF THE NEIGHBORHOOD YOUTH CORPS (NYC), REFLECTS THEIR INTERPRETATION OF THE HIGHLIGHTS OF THE REPORT. DATA WERE COLLECTED FROM QUESTIONNAIRES ADMINISTERED TO SAMPLES OF 789 TERMINATED AND 942 ACTIVE ENROLLEES IN 30 RANDOMLY CHOSEN RURAL AND URBAN, IN- AND OUT-OF-SCHOOL, AND SMALL AND LARGE NYC PROJECTS IN 22 STATES. NO EVIDENCE OF THE ENROLLMENT OF FINANCIAL INELIGIBLES WAS FOUND. NYC SPONSORS GENERALLY RECOGNIZED FORMS OF DEPRIVATION AND MALADJUSTMENT OTHER THAN EDUCATIONAL AND CULTURAL AS ADDITIONAL ELIGIBILITY CRITERIA. ABOUT 30 PERCENT OF ALL ENROLLEES RECEIVED SOME FORM OF TESTING, AND 20 PERCENT OF OUT-OF-SCHOOL AND 6.4 PERCENT OF IN-SCHOOL ENROLLEES WERE PROVIDED REMEDIAL EDUCATION. ATTITUDES TOWARD WORK AND PERSONAL HYGIENE WERE THE SUBJECT AREAS REQUIRING MOST AND LEAST COUNSELING. NO CONCLUSIVE EVIDENCE WAS DISCLOSED REGARDING THE EFFECT OF NYC PROGRAMS ON THE DROPOUT PROBLEM. THE PRINCIPLE REASONS FOR TERMINATIONS BY OUT-OF-SCHOOL YOUTH WERE PRIVATE EMPLOYMENT AND RETURNS TO SCHOOL AND BY IN-SCHOOL YOUTH WERE PROGRAM CONTRACTION, GRADUATION, AND PRIVATE EMPLOYMENT. SPONSORS LIKED THE NYC BUT SUGGESTED AREAS WHICH NEED IMPROVEMENT. (ET)
ERIC: ED015286

1584 AN EVALUATION OF POLICY RELATED RESEARCH ON PROGRAMS FOR MID-LIFE CAREER REDIRECTION VOL. II--MAJOR FINDINGS. FEB 75
PASCAL, ANTHONY H.;AND OTHERS
RAND CORP., SANTA MONICA, CALIF. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. RANN PROGRAM.
NOTES: 192P.; FOR THE EXECUTIVE SUMMARY, SEE CE 004 054
ADULT PROGRAMS, ADULTS, BIBLIOGRAPHIES, CAREER CHANGE, EMPLOYEE ATTITUDES, FEDERAL PROGRAMS, FOREIGN COUNTRIES, JOB SATISFACTION, LITERATURE REVIEWS, MANPOWER NEEDS, MANPOWER UTILIZATION, MIDDLE AGED, OCCUPATIONAL ASPIRATION, POLICY FORMATION, RETRAINING, SPECIAL PROGRAMS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES
THE REPORT EVALUATES SOME 300 ITEMS OF LITERATURE DEALING WITH PROGRAMS FOR MID-LIFE CAREER REDIRECTION. A 20-PAGE INTRODUCTORY CHAPTER PRESENTS BACKGROUND INFORMATION, A GENERAL DESCRIPTION OF TARGET GROUPS, AND SUGGESTIONS FOR FURTHER RESEARCH IN MID-LIFE REDIRECTION OF CAREERS. PART ONE, MID-LIFE REDIRECTORS SOURCES AND OPPORTUNITIES, CONTAINS CHAPTERS ON ASPIRATION AND DISSATISFACTION AMONG WORKERS, TRAINING POTENTIAL AMONG OLDER WORKERS, AND USING MANPOWER FORECASTS IN CAREER REDIRECTION PLANNING, AND SUGGEST THAT AS PEOPLE GROW OLDER THEY TEND TO SEEK MOVEMENT FROM DATA- AND MATERIALS-ORIENTED JOBS TO PEOPLE-ORIENTED JOBS. PART TWO, MANPOWER AND EDUCATIONAL PROGRAMS THE EXPERIENCE, CONTAINS CHAPTERS ON GOVERNMENT PROGRAMS, EMPLOYER-SPONSORED PROGRAMS, UNION-SPONSORED RETRAINING PROGRAMS, FOREIGN PROGRAMS, AND SPECIAL REDIRECTION EFFORTS, AND SUGGESTS THAT EXISTING EDUCATION AND MANPOWER PROGRAMS PROVIDE MANY OF THE COMPONENTS NECESSARY FOR CAREER REDIRECTION. PART THREE, SYNTHESIS AND IMPLICATIONS FOR POLICY, (1) SUMMARIZES THE LESSONS FROM THE LITERATURE, CONCLUDING THAT THE POTENTIAL FOR MID-LIFE CAREER REDIRECTION IN THE AMERICAN WORK FORCE IS VIRTUALLY UNTAPPED; AND (2) MAKES RECOMMENDATIONS FOR POLICYMAKERS, SKETCHING A SPECTRUM OF EXPERIMENTAL PILOT PROGRAMS OF VARIOUS SCALE AND COVERAGE, INTENDED TO MEET THE SHORTCOMINGS OF EXISTING PROGRAMS. EVERY CHAPTER BUT ONE CONTAINS A BIBLIOGRAPHY. (JR)
ERIC: ED107943 THE RAND CORPORATION, 1700 MAIN STREET, SANTA MONICA, CALIFORNIA 90406 ($7.00)

1585 AN EVALUATION OF POLICY RELATED RESEARCH ON PROGRAMS FOR MID-LIFE CAREER REDIRECTION VOL. I--EXECUTIVE SUMMARY. FEB 75
PASCAL, ANTHONY H.
RAND CORP., SANTA MONICA, CALIF. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. RANN PROGRAM.
NOTES: 38P.; FOR THE MAJOR FINDINGS, SEE CE 004 096
ADULT PROGRAMS, ADULTS, CAREER CHANGE, EDUCATIONAL PROGRAMS, FEDERAL PROGRAMS, FOREIGN

(CONT.)

1585 COUNTRIES, JOB SATISFACTION, LITERATURE REVIEWS, MANPOWER NEEDS, MANPOWER UTILIZATION, MIDDLE AGED, OCCUPATIONAL ASPIRATION, POLICY FORMATION, RETRAINING, SPECIAL PROGRAMS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES
THE REPORT IS CONCERNED WITH THE EVALUATION OF EXISTING LITERATURE ON ALTERNATIVE PROGRAMS TO FACILITATE MID-LIFE REDIRECTION OF CAREERS, WITH A VIEW TO IDENTIFYING HOW LITERATURE IN RELEVANT FIELDS CAN BE USED BY POLICY MAKERS. THE REPORT IS A CONDENSED AND ABBREVIATED VERSION OF THE MATERIAL IN VOLUME 2, MAJOR FINDINGS. SOME 300 ITEMS OF LITERATURE WERE EVALUATED WITH REFERENCE TO INTERNAL AND EXTERNAL VALIDITY AND POLICY RELEVANCE. FACTORS MOTIVATING MID-LIFE CAREER CHANGE, THE RATIONALE FOR PUBLIC INTERVENTION IN REDIRECTION, DEFINITIONS OF TERMS, AND TARGET GROUPS ARE OUTLINED. THE LITERATURE COVERED WORKER DISSATISFACTION AS A FACTOR IN REDIRECTION; EVALUATIONS OF EDUCATION AND SKILL TRAINING FOR OLDER WORKERS, INCLUDING FOREIGN PROGRAMS AND PROGRAMS SPONSORED BY GOVERNMENT, INDUSTRY, AND UNIONS; AND MANPOWER FORECASTS AND CAREER OPPORTUNITIES FOR REDIRECTORS. THE ADEQUACY OF EXISTING PROGRAMS AND EXPERIMENTAL PROGRAM INITIATIVES ARE ALSO COVERED, AND FOLLOWED BY RECOMMENDATIONS FOR ADDITIONAL RESEARCH. (SA)
ERIC: ED107931 THE RAND CORPORATION, 1700 MAIN STREET, SANTA MONICA, CALIFORNIA 90406 ($3.00)

1586 AN EVALUATION OF POLICY-RELATED RESEARCH IN THE FIELD OF MUNICIPAL ECONOMIC DEVELOPMENT. VOLUME I. EXECUTIVE SUMMARY 30 SEP 74
REVZAN, LAWRENCE H.
ERNST AND ERNST, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF ADVANCED PRODUCTIVITY RESEARCH AND TECHNOLOGY.
CONTRACT NO. NSF-C807
PAPER COPY ALSO AVAILABLE IN SET 3 REPORTS AS PB-240 743-SET, PC$19.00.
NOTES: FINAL REPT. 42P
MUNICIPALITIES, URBAN AREAS, ECONOMIC DEVELOPMENT, RESEARCH, NTISNSFRA
MAJOR TASKS INCLUDED (1) LITERATURE SEARCH, (2) DEVELOPMENT OF STUDY CLASSIFICATION SCHEME, (3) REFINEMENT OF ASSESSMENT METHODOLOGY, AND (4) ASSESSMENT OF THE LITERATURE. FINDINGS FOCUS AROUND THE ESTABLISHMENT OF A CONVENTIONAL WISDOM DERIVED FROM THE LITERATURE CONCERNING URBAN ECONOMIC DEVELOPMENT. APPROXIMATELY 30 STUDIES ARE IDENTIFIED AS BEING THE MOST OUTSTANDING REVIEWED. THESE INCLUDE PLANNING DOCUMENTS, CASE STUDIES, POLICY STUDIES, EVALUATION STUDIES, AND TEXTBOOKS AND TECHNICAL PAPERS. RECOMMENDATIONS ARE DIVIDED BETWEEN A PLAN FOR DISSEMINATION OF THE RESULTS OF EXISTING STUDIES AND AN AGENDA OF FUTURE RESEARCH FOR THE CONSIDERATION OF THE NATIONAL SCIENCE FOUNDATION AND OTHER AGENCIES AND ORGANIZATIONS. THE REPORT IS ORGANIZED INTO THREE VOLUMES VOLUME I--EXECUTIVE SUMMARY, VOLUME II--TECHNICAL REPORT, AND VOLUME III--STUDY CRITIQUES AND ANNOTATED BIBLIOGRAPHY.
NTIS: PB-240 744/3ST NTIS PRICES PC$3.75/MF$2.25

1587 AN EVALUATION OF POLICY-RELATED RESEARCH IN THE FIELD OF MUNICIPAL ECONOMIC DEVELOPMENT. VOLUME II. TECHNICAL REPORT 30 SEP 74
REVZAN, LAWRENCE H.
ERNST AND ERNST, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF ADVANCED PRODUCTIVITY RESEARCH AND TECHNOLOGY.
CONTRACT NO. NSF-C807
PAPER COPY ALSO AVAILABLE IN SET OF 3 REPORTS AS PB-240 743-SET, PC$18.00.
NOTES: FINAL REPT. 18 JUN 73-30 SEP 74 139P
MUNICIPALITIES, URBAN AREAS, ECONOMIC DEVELOPMENT, RESEARCH, NTISNSFRA
THE VOLUME CONTAINS THE TECHNICAL REPORTS ON THE EVALUATION OF POLICY RELATED RESEARCH IN 17 CATEGORIES IN THE FIELD OF MUNICIPAL SYSTEMS, OPERATIONS, AND SERVICES.
NTIS: PB-240 745/0ST NTIS PRICES PC$5.75/MF$2.25

1588 AN EVALUATION OF POLICY-RELATED RESEARCH IN THE FIELD OF MUNICIPAL ECONOMIC DEVELOPMENT. VOLUME III. STUDY CRITIQUES AND ANNOTATED BIBLIOGRAPHY 30 SEP 74
REVZAN, LAWRENCE H.
ERNST AND ERNST, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF ADVANCED PRODUCTIVITY RESEARCH AND TECHNOLOGY.
CONTRACT NO. NSF-C807
PAPER COPY ALSO AVAILABLE IN SET OF 3 REPORTS AS PB-240 743-SET, PC$18.00.
NOTES: FINAL REPT. 18 JUN 73-30 SEP 74 432P
MUNICIPALITIES, URBAN AREAS, ECONOMIC DEVELOPMENT, RESEARCH, NTISNSFRA
THIS VOLUME CONTAINS THE STUDY CRITIQUES AND ANNOTATED BIBLIOGRAPHY CONCERNING THE EVALUATION OF POLICY RELATED RESEARCH IN 17 CATEGORIES IN THE FIELD OF MUNICIPAL SYSTEMS, OPERATIONS AND SERVICES.
NTIS: PB-240 746/8ST NTIS PRICES PC$11.25/MF$2.25

1589 EVALUATION OF PROGRAMS TO FACILITATE EFFECTIVE PERFORMANCE OF THE DISADVANTAGED WORKER FEB 73
HOLLEY, WILLIAM H., JR.
TRAINING AND DEVELOPMENT JOURNAL;27:2:18-21
DISADVANTAGED GROUPS, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, PERFORMANCE, PROGRAM EVALUATION, VESTIBULE TRAINING
ERIC: EJ071389

1590 AN EVALUATION OF RESULTS AND EFFECTIVENESS OF JOB BANKS VOLUME I, PARTS I AND II. MAR 72
ULTRASYSTEMS, INC., NEWPORT BEACH, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 71P.; R-MEL-72-02A
COMMUNITY RELATIONS, DATA BASES, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, GLOSSARIES, GOAL ORIENTATION, MAN MACHINE SYSTEMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, JOB BANKS
IN ORDER TO ASSIST THE MANPOWER ADMINISTRATION OF THE U. S. DEPARTMENT OF LABOR IN THE PLANNING, DEVELOPMENT, AND EXPANSION OF OVER A HUNDRED COMPUTERIZED JOB BANKS, LOCATED IN NEARLY EVERY STATE, FIELD INTERVIEWS WERE CONDUCTED WITH JOB APPLICANTS, EMPLOYERS, EMPLOYMENT SERVICE STAFF, AND COMMUNITY AGENCIES TO EVALUATE THE CURRENT STATUS OF THESE DATA BASED AND TO MAKE RECOMMENDATIONS FOR PROGRAM IMPROVEMENT. POSITIVE RESULTS ACHIEVED BY USING JOB BANKS ARE DETAILED, AND THE PROGRAM ITSELF IS DELINEATED. MAJOR PROGRAM BENEFITS INCLUDE THE INTRODUCTION OF COMPUTER TECHNOLOGY TO MANPOWER SERVICE DELIVERY, WITH ITS POTENTIAL FOR COMPUTERIZED JOB-MATCHING. OPTIMIZING THE JOB BANK AND ITS FUNCTIONS IS SUGGESTED, RATHER THAN VIEWING THE WHOLE SYSTEM AS TRANSITIONAL AND THEREFORE DISMISSING ITS MAJOR PROBLEMS. THE IMPACT OF LOCAL JOB BANKS ON EMPLOYMENT SERVICE GOALS, EMPLOYMENT SERVICE STAFF, AND ON THE LOCAL COMMUNITY ARE DISCUSSED, NOTING IMPROVEMENTS IN MANAGING THE EMPLOYMENT SERVICES AND OTHER HUMAN RELATIONS ASPECTS, SUCH AS BETTER SERVICE TO THE JOB-SEEKER. THERE IS LITTLE CORRELATION, HOWEVER, BETWEEN PROGRAM ACHIEVEMENTS AND EMPLOYMENT SERVICE GOALS. (AG)
ERIC: ED069912

1591 THE EVALUATION OF RESULTS FROM TRUNCATED SAMPLES: THE NEW JERSEY INCOME MAINTENANCE EXPERIMENT 1976
HAUSMAN, S.A.; WISE, D.A.
ANNALS OF ECONOMIC AND SOCIAL MEASUREMENT, VOL.5, NO.4, FALL 1976, P. 421-445. BIBLIOG. 6
ECONOMETRICS, ECONOMICS, ESTIMATION, INCOME, LABOR MARKET, MODELING, QUANTITATIVE METHODS, SAMPLING, TAX
TWO MODELS ON THE NEW JERSEY INCOME MAINTENANCE EXPERIMENT ARE DEVELOPED. BIASES CAUSED BY PREVIOUSLY USED TRUNCATED SAMPLES ARE REMOVED.
MGMT: AES76R0421

1592 THE EVALUATION OF SELECTED PRESENT AND POTENTIAL POVERTY PROGRAMS. JAN 66
MUTH, RICHARD
INSTITUTE FOR DEFENSE ANALYSIS, ARLINGTON, VA.
NOTES: 91P.
BUDGETS, COST EFFECTIVENESS, EMPLOYMENT, FAMILY INCOME, FEDERAL AID, JOB TRAINING, POVERTY PROGRAMS, PROGRAM EVALUATION, SECONDARY EDUCATION, STATISTICAL DATA, WAGES
THE STUDY ATTEMPTS TO EVALUATE THE EFFICIENCY OF TWO TYPES OF ALTERNATIVE PROGRAMS AIMED AT INCREASING THE INCOMES OF POOR FAMILIES. IT DEALS WITH PROGRAMS INVOLVING EDUCATION AND TRAINING AS WELL AS THOSE WHICH REPRESENT DIRECT MEASURES FOR INCREASING FAMILY INCOME. IN ORDER TO COMPARE SUCH PROGRAMS, A COMMON MEASURE OF EFFICIENCY IS NEEDED. THE ONE CHOSEN HERE IS THE ANNUAL COST TO THE FEDERAL GOVERNMENT OF RAISING INCOME BY $100 PER YEAR UNTIL WORKER REACHES AGE 65. A RATE OF 9% IS USED TO DISCOUNT FUTURE INCOME. IN EVALUATING EDUCATION AND TRAINING PROGRAMS, THE CRITERION APPLIED IN JUDGING BENEFITS IS NOT THE CHANGE IN EMPLOYMENT BUT THE INCREASE IN THE WORKERS FUTURE EARNINGS. IN THE ABSENCE OF ADEQUATE DATA ON THE BENEFITS OF EDUCATION AND TRAINING PROGRAMS, IT WAS ASSUMED THAT HEAD START OR NINE MONTHS OF NDTA OR JOB CORPS TRAINING WOULD YIELD THE SAME AVERAGE INCREASE IN EARNINGS AS AN ADDITIONAL YEAR OF HIGH SCHOOL EDUCATION. (THE DOCUMENT INCLUDES 22 TABLES, WITH APPENDIXES ON FEDERAL COST FACTORS AND THE DETERMINATION OF FAMILY INCOME.) (AUTHOR/LY)
ERIC: ED029248 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION: SPRINGFIELD, VIRGINIA 22151 (AD-682-203, MF $0.65, HC $3.00)

1593 EVALUATION OF THE AVAILABILITY AND EFFECTIVENESS OF NDTA INSTITUTIONAL TRAINING AND EMPLOYMENT SERVICES FOR WOMEN A REVIEW OF THE LITERATURE. 74
WALKER, YVONNE; AND OTHERS
BATTLE (MARK) ASSOCIATES, INC.; EXOTECH SYSTEMS, INC., FALLS CHURCH, VA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. OFFICE OF PLANNING, BUDGETING, AND EVALUATION.
CONTRACT NO. OEC-0-73-0915
NOTES: 112P.; FOR RELATED DOCUMENTS, SEE CE 001 926 AND 827
ADULT EDUCATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), JOB DEVELOPMENT, LABOR LEGISLATION, LABOR PROBLEMS, LITERATURE REVIEWS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, SEX DISCRIMINATION, SUBEMPLOYMENT, TRAINING, VOCATIONAL EDUCATION, WOMENS EDUCATION, WORKING WOMEN
THE LITERATURE REVIEW REPRESENTS AN INITIAL SEGMENT OF A STUDY PROVIDING A COMPREHENSIVE ANALYSIS OF AVAILABLE DATA TO DETERMINE THE IMPACT OF INSTITUTIONAL TRAINING ON WOMEN. THE LITERATURE REVIEW CONCERNED SECONDARY DATA SOURCES SUCH AS NATIONAL LABOR FORCE STATISTICS AND GOVERNMENT DATA RELATING TO WOMEN AS ENROLLEES IN MANPOWER PROGRAMS. PERTINENT FINDINGS REFLECTING THE ANALYSIS OF PREVIOUS STUDIES IN TERMS OF WOMEN INCLUDE (1) EMPHASIS APPEARED TO BE PLACED ON TRAINING FOR WOMEN IN HIGH DEMAND OCCUPATIONS, I.E., THOSE WITH HIGH TURNOVER RATES, (2) FEMALE TRAINEES WERE SERIOUSLY HAMPERED BY THE LACK OF COUNSELING, SUPPORTIVE SERVICES AND FLEXIBLE TRAINING SCHEDULES, (3) MALE TRAINEES HAD MORE JOB ALTERNATIVES AVAILABLE TO THEM AND WERE THEREFORE LESS DEPENDENT ON THE TRAINING PROGRAM. THREE MAJOR SECTIONS OF THE DOCUMENT DEAL WITH (1) LABOR FORCE

(CONT.)
1593 STATUS, PROGRAMS, AND PROBLEMS OF WOMEN, (2) ANALYSIS OF MANPOWER DEVELOPMENT TRAINING ACT (MDTA) AND OTHER EVALUATION STUDIES, AND (3) INTERVIEWS WITH FEDERAL OFFICIALS. APPENDIXES OFFER A QUESTIONNAIRE FOR FEDERAL INTERVIEWS, RECOMMENDATIONS TO ADDRESS MDTA INTERNAL AND EXTERNAL PROBLEM AREAS, AND AN EIGHT-PAGE BIBLIOGRAPHY. (MW)
ERIC: ED095280

1594 EVALUATION OF THE AVAILABILITY AND EFFECTIVENESS OF MDTA INSTITUTIONAL TRAINING AND EMPLOYMENT SERVICES FOR WOMEN FINAL REPORT. 74
WALKER, YVONNE KIMMONS;AND OTHERS
BATTLE (MARK) ASSOCIATES, INC.; EXOTECH SYSTEMS, INC., FALLS CHURCH, VA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. OFFICE OF PLANNING, BUDGETING, AND EVALUATION.
CONTRACT NO. OEC-0-73-0815
NOTES: 79P.; FOR RELATED DOCUMENTS, SEE CE 001 827 AND CE 001 828
ADULT EDUCATION, ADULT PROGRAMS, DATA ANALYSIS, EDUCATIONAL ASSESSMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), INSTITUTIONAL ROLE, JOB TRAINING, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, SEX DISCRIMINATION, SUBEMPLOYMENT, TRAINEES, VOCATIONAL TRAINING CENTERS, WOMENS EDUCATION, WORKING WOMEN
THE DOCUMENT REPRESENTS THE CONCLUDING PHASE OF A TWO-PART STUDY ANALYZING DATA TO DETERMINE THE IMPACT OF INSTITUTIONAL TRAINING ON WOMEN. IT IS AN EXPLORATORY DATA COLLECTION EFFORT TO ASSESS FACTORS WHICH APPEAR TO AFFECT THE PERFORMANCE OF WOMEN DURING INSTITUTIONAL TRAINING IN 12 SITES. SKILLS CENTER STAFF AND EMPLOYMENT SERVICE PERSONNEL WERE INTERVIEWED. QUESTIONNAIRES WERE ADMINISTERED TO A SAMPLE OF STUDENTS ATTENDING CLASSES AT THE TIME OF THE FIELD REVIEW, AND DATA WERE ALSO COLLECTED FROM RECORDS OF A SAMPLE OF PREVIOUS ENROLLEES, TO PROVIDE INFORMATION ON ENROLLEE CHARACTERISTICS, COMPLETION, AND PLACEMENT RATES. DATA COLLECTED POINT UP MAJOR FINDINGS CONCERNING WOMEN IN MANPOWER PROGRAMS. (1) FEMALE TRAINEES ARE GENERALLY BEING TRAINED IN THE SAME OCCUPATION AS THAT OF THEIR LAST FULL-TIME JOB. (2) THERE IS LITTLE ENROLLMENT OF TRAINEES IN COURSES TRADITIONALLY RESERVED FOR THE OPPOSITE SEX. (3) MANPOWER TRAINING FOR WOMEN IS DIRECTED PRIMARILY TOWARD UPGRADING PREVIOUSLY ACQUIRED SKILLS AND AFFORDS FEW OPPORTUNITIES FOR TRAINING IN ALTERNATIVE OCCUPATIONS. (4) THERE IS EVIDENCE OF STEREOTYPING IN TRAINING PLACEMENT OF FEMALE ENROLLEES--BY BOTH PERSONNEL AND TRAINEES THEMSELVES. OTHER RELATIVE FINDINGS SHOW LOWER AVERAGE WAGES AND NARROWER RANGES OF TRAINING CHOICES FOR WOMEN. A FOUR-PAGE SUMMARY OF THE COMPLETE MDTA PROJECT HAS BEEN INCLUDED. (MW)
ERIC: ED095278

1595 EVALUATION OF THE AVAILABILITY AND EFFECTIVENESS OF MDTA INSTITUTIONAL TRAINING AND EMPLOYMENT SERVICES FOR WOMEN REANALYSIS OF THE MDTA OUTCOMES STUDY. 74
WALKER, YVONNE KIMMONS;AND OTHERS
BATTLE (MARK) ASSOCIATES, INC.; EXOTECH SYSTEMS, INC., FALLS CHURCH, VA. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. OFFICE OF PLANNING, BUDGETING, AND EVALUATION.
CONTRACT NO. OEC-0-73-0815
NOTES: 123P.; FOR RELATED DOCUMENTS, SEE CE 001 826 AND 828
ADULT PROGRAMS, COMPARATIVE ANALYSIS, EDUCATIONAL ASSESSMENT, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), INSTITUTIONAL ROLE, JOB DEVELOPMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, SEX DISCRIMINATION, TABLES (DATA), TRAINEES, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, WOMENS EDUCATION, WORKING WOMEN
THE DOCUMENT REPRESENTS AN INTEGRAL PART OF A STUDY UNDERTAKEN AS AN EVALUATION OF THE IMPACT OF INSTITUTIONAL TRAINING ON WOMEN. THE RE-ANALYSIS OF DATA FOR THE MANPOWER DEVELOPMENT TRAINING ACT (MDTA) OUTCOME STUDY, USING MEASURES SUCH AS JOB PLACEMENT, LENGTH OF TRAINING, POST-TRAINING INCOME, AND THE COMPLETION OF TRAINING, INDICATES THAT IN SOME WAYS THE MDTA TRAINING HAS BEEN AT LEAST AS SUCCESSFUL FOR WOMEN AS MEN. THESE WAYS INCLUDE (1) FEMALES WERE MORE LIKELY THAN MALES TO USE THEIR ACQUIRED TRAINING IN POST-TRAINING EMPLOYMENT (FEMALES-62 PERCENT, MALES-39 PERCENT), (2) FEMALES EXPERIENCED HIGHEST INCREMENTAL EARNINGS ACROSS ALL TRAINING PERIODS AND OCCUPATIONAL CATEGORIES (FEMALES-$968, MALES-$692), (3) MORE FEMALE TRAINEES (39 PERCENT) THAN MALE TRAINEES (32 PERCENT) FELT THAT MDTA TRAINING HELPED THEM GET A JOB. IN THE FOLLOWING AREAS OF THE TRAIING PROGRAM WOMEN DID NOT FARE AS WELL (1) A LARGER PERCENTAGE OF FEMALES (15 PERCENT) THAN MALES (9 PERCENT) WERE FOUND TO HAVE REPORTED NO POST-TRAINING EARNINGS, AND (2) FEMALES SHOWED A LOWER CORRELATION THAN MALES BETWEEN MONTHS IN TRAINING AND LARGE SALARY INCREASES. (MW)
ERIC: ED095279

1596 AN EVALUATION OF THE EFFECT OF PRETESTING ORIENTATION ON GATB SCORES MAR 71
ZIEGLER, ELWOOD
JOURNAL OF EMPLOYMENT COUNSELING;8;1;31-36
APTITUDE TESTS, DISADVANTAGED YOUTH, EMPLOYMENT SERVICES, GOAL ORIENTATION, JOB APPLICANTS, OCCUPATIONAL GUIDANCE, TESTING, TESTING PROGRAMS, TESTS
DESCRIBED IS A PRETESTING ORIENTATION PROGRAM DESIGNED TO PLACE DISADVANTAGED APPLICANTS IN A MORE COMPETIVE POSITION IN TERMS OF TEST TAKING SKILLS BY DEVELOPING (1) AN UNDERSTANDING OF WHY DIFFERENT KINDS OF TESTS ARE USED, AND (2) PROCEDURES TO BE USED IN TEACHING BASIC MECHANICS OF GOOD TEST TAKING SKILLS. (BY)
ERIC: EJ035995

1597 EVALUATION OF THE EFFECTIVENESS OF INSTITUTIONAL MANPOWER TRAINING IN MEETING EMPLOYERS NEEDS IN SKILLS SHORTAGE OCCUPATIONS. FINAL REPORT. JUN 72
OLYMPUS RESEARCH CORP., SALT LAKE CITY, UTAH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 354P.; R-MEL-72-07
ADULT VOCATIONAL EDUCATION, DEMAND OCCUPATIONS, EMPLOYER ATTITUDES, EMPLOYMENT SERVICES, FAILURE FACTORS, FEDERAL PROGRAMS, LABOR MARKET, LABOR TURNOVER, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, TABLES (DATA), VOCATIONAL DEVELOPMENT, MANPOWER DEVELOPMENT AND TRAINING ACT, SKILLS SHORTAGE
REASONS FOR THE FAILURE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) OF 1962 TO MEET ITS MAJOR OBJECTIVE OF ALLEVIATING SKILLS SHORTAGES ARE RECORDED AND ANALYZED. THE LACK OF SKILLS SHORTAGES WAS ADMITTED TO BE THE MAIN REASON FOR THE SHORTCOMINGS IN PERFORMANCE, ALTHOUGH THE TERM SKILLS SHORTAGE HAD YET TO BE DEFINED AND SKILLS SHORTAGE OCCUPATIONS HAD NOT BEEN IDENTIFIED. OF 905 DEMAND OCCUPATIONS IDENTIFIED IN 14 LABOR MARKET AREAS, 156 OCCUPATIONS FELL WITHIN MDTAS SCOPE AND OF THESE, THERE WERE INSTITUTIONAL MANPOWER TRAINING PROGRAMS FOR 85. OTHER INHIBITORS OF PROGRAM EFFECTIVENESS AND RELATED PROBLEMS INCLUDE (1) LACK OF A SYSTEM TO DEFINE OR IDENTIFY DEMAND OCCUPATIONS AT THE LOCAL LEVEL, (2) RESTRICTIONS IMPOSED ON PRESENT JOB TRAINING PROGRAMS, AND (3) THE QUESTIONABLE BENEFITS TO BE DERIVED BY ADDING ADDITIONAL TRAINING PROGRAMS. DATA WERE COLLECTED NATIONALLY BY EXAMINING HARD-TO-FILL JOB ORDERS AT GOVERNMENT EMPLOYMENT SERVICES, PERFORMING A WANT-AD ANALYSIS, AND INTERVIEWING OVER 25 EMPLOYERS AS WELL AS OTHERS KNOWLEDGEABLE ABOUT MANPOWER CONDITIONS. NUMEROUS TABLES PRESENT THE DATA. (A FEW PAGES MAY BE ILLEGIBLE.) (AG)
ERIC: ED069350

1598 EVALUATION OF THE EFFECTIVENESS OF PRE - AND POST-ENROLLMENT SERVICES TO JOB CORPS ENROLLEES. FINAL REPORT. AUG 72
UNCO, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH.
CONTRACT NO. 273
NOTES: MICROFICHE FILE BY PB 212 955
EMPLOYMENT SERVICES, RECRUITMENT, JOB PLACEMENT, JOB TRAINING, COUNSELING SERVICES, COMMUNITY SERVICES, SPECIAL SERVICES, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, JOB CORPS
THE STUDY CONTAINS THE FINDINGS AND CONCLUSIONS OF AN EVALUATION OF THE EFFECTIVENESS OF PRE- AND POST-ENROLLMENT SERVICES TO JOB CORPS ENROLLEES. THE STUDY ASSESSES THE RELATIVE EFFECTIVENESS OF PRE- AND POST-ENROLLMENT SERVICES PROVIDED TO JOB CORPS ENROLLEES BY THE VARIOUS ORGANIZATIONS SERVING THEM, THE EFFECTIVENESS OF THE ADMINISTRATIVE ARRANGEMENTS MADE BY JOB CORPS WITH OTHER ORGANIZATIONS FOR PROVIDING PRE- AND POST-ENROLLMENT SERVICES, AND THE COST OF THE VARIOUS SERVICES AS WELL AS THOSE OF THE SAME SERVICE FROM DIFFERENT SOURCES. (AUTHOR)
AIM/ARM: WT019795 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 212 955, MF $.95, HC $3.00)

1599 EVALUATION OF THE EFFECTIVENESS OF PRE- AND POST-ENROLLMENT SERVICES TO JOB CORPS ENROLLEES. FINAL REPORT. AUG 72
UNCO, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 273P.
COMMUNITY SERVICES, COUNSELING SERVICES, EMPLOYMENT SERVICES, JOB PLACEMENT, JOB TRAINING, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, RECRUITMENT, SPECIAL SERVICES, JOB CORPS
THE STUDY CONTAINS THE FINDINGS AND CONCLUSIONS OF AN EVALUATION OF THE EFFECTIVENESS OF PRE- AND POST-ENROLLMENT SERVICES TO JOB CORPS ENROLLEES. THE STUDY ASSESSES THE RELATIVE EFFECTIVENESS OF PRE- AND POST-ENROLLMENT SERVICES PROVIDED TO JOB CORPS ENROLLEES BY THE VARIOUS ORGANIZATIONS SERVING THEM, THE EFFECTIVENESS OF THE ADMINISTRATIVE ARRANGEMENTS MADE BY JOB CORPS WITH OTHER ORGANIZATIONS FOR PROVIDING PRE- AND POST-ENROLLMENT SERVICES, AND THE COST OF THE VARIOUS SERVICES AS WELL AS THOSE OF THE SAME SERVICE FROM DIFFERENT SOURCES. (AUTHOR)
ERIC: ED075593 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 212 955, MF $0.95, HC $3.00)

1600 AN EVALUATION OF THE EFFECTIVENESS OF SATB NORMS IN MDTA SELECTION MAR 71
WEBER, THOMAS R.
JOURNAL OF EMPLOYMENT COUNSELING;8:1:2-10
ADULT COUNSELING, APTITUDE TESTS, EMPLOYMENT COUNSELORS, EMPLOYMENT SERVICES, GROUP NORMS, MANPOWER DEVELOPMENT, TEST INTERPRETATION, TESTING, TRAINEES, VOCATIONAL COUNSELING
INVESTIGATION OF THE USE OF SATB NORMS FOR MDTA TRAINING COURSES DISCLOSED THAT APPROXIMATELY HALF THE APPLICANTS ADMITTED TO TRAINING DID NOT PASS THE APPROPRIATE NORMS. RESULTS INDICATED THAT THE SATB HAD GOOD SELECTIVE EFFICIENCY FOR MDTA TRAINEES; A NEW METHOD OF SATB INTERPRETATION WAS STRONGLY SUPPORTED BY THE DATA. (AUTHOR)
ERIC: EJ034828

1601 EVALUATION OF THE IMPACT OF SELECTED URBAN CONCENTRATED EMPLOYMENT PROGRAMS. 30 NOV 70
SYSTEM DEVELOPMENT CORP., FALLS CHURCH, VA.
NOTES: 149P.
DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM

(CONT.)

1501 ATTITUDES, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, URBAN AREAS, VOCATIONAL EDUCATION, CEP, CONCENTRATED EMPLOYMENT PROGRAM

TO IDENTIFY AND ASSESS THE IMPACT OF THE URBAN CONCENTRATED EMPLOYMENT PROGRAM (CEP) ON 14 SELECTED CITIES, EACH COMMUNITY WAS DIVIDED INTO THE THREE MAJOR AREAS OF POTENTIAL IMPACT--THE GENERAL COMMUNITY, EMPLOYERS, AND PARTICIPANTS IN THE PROGRAM. DATA WERE OBTAINED FROM INTERVIEWS AND MAILED QUESTIONNAIRES. SEVERAL OPERATIONAL FACTORS LIMITED THE ACTUAL IMPACT OF CEP ON THE COMMUNITY, HOWEVER THE PROGRAM SIGNIFICANTLY INCREASED PUBLIC AWARENESS OF THE NATURE AND SCOPE OF POVERTY AND THE PROBLEMS OF THE DISADVANTAGED. CEPS MAJOR IMPACT AT STATE LEVEL WAS ON THE STATE EMPLOYMENT OFFICES. IN MANY STATES CIVIL SERVICE REGULATIONS WERE MODIFIED TO ALLOW HIRING OF DISADVANTAGED. EMPLOYERS FOR THE MOST PART AGREED WITH THE NEED FOR PROGRAMS LIKE CEP AND THE OBJECTIVES OF SUCH EFFORTS. HOWEVER, MANY NON-PARTICIPATING EMPLOYERS HAD NOT BEEN ACQUAINTED WITH THE PROGRAM, AND MANY PARTICIPATING EMPLOYERS QUESTIONED THE COST-EFFECTIVENESS. PARTICIPANTS DISPLAYED GENERALLY POSITIVE ATTITUDES, AND IT WAS CONCLUDED THAT THE PROGRAM PROVIDED IMPROVED EMPLOYMENT IN TERMS OF WAGES AND ADVANCEMENT POTENTIAL FOR OVER HALF THE PARTICIPANTS. IT WAS FELT THAT GREATER EMPHASIS SHOULD BE PLACED ON ORIENTING THE TRAINEE IN THE AREA OF INDIVIDUAL RESPONSIBILITY TO THE NEW JOB AND THE EMPLOYER. (CD)

ERIC: ED054343 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VA. 22151 (PB-197330, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

1502 EVALUATION OF THE MDTA INSTITUTIONAL INDIVIDUAL REFERRAL PROGRAM. FINAL REPORT. JUN 72

OLYMPUS RESEARCH CORP., SALT LAKE CITY, UTAH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 184P.; R-MEL-72-08

EMPLOYMENT OPPORTUNITIES, GUIDANCE SERVICES, INSTRUCTIONAL STAFF, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STUDENT CHARACTERISTICS, TEACHER QUALIFICATIONS, TEACHING METHODS, INDIVIDUAL REFERRAL (IR) PROGRAMS, MANPOWER DEVELOPMENT AND TRAINING ACT

THE MAJOR PURPOSES OF THIS EVALUATION WERE TO (1) ASSESS THE EFFECTIVENESS OF THE INDIVIDUAL REFERRAL (IR) PROGRAM IN PROVIDING TRAINING IN BROADENING OCCUPATIONAL CHOICES AND IN MAKING INSTITUTIONAL TRAINING AVAILABLE TO ENROLLEES IN AREAS WHERE CLASS-SIZE PROJECTS ARE NOT FEASIBLE; (2) DEVELOP COMPARABLE DATA ON SUCH ITEMS AS TRAINEE CHARACTERISTICS, STAFF QUALIFICATIONS, PROGRAM COSTS, AND PERFORMANCE INFORMATION TO MAKE VALID COMPARISONS WITH DATA FROM OTHER SOURCES; (3) DETERMINE THE AVAILABILITY AND EFFECTIVENESS OF COUNSELING AND OTHER SUPPORTIVE SERVICES; AND (4) IDENTIFY EXEMPLARY PROGRAMS AND PRACTICES SUITABLE FOR REPLICATION. TO FULFILL THESE PURPOSES, INTERVIEWS WERE CONDUCTED WITH APPROPRIATE OFFICIALS OF THE DEPARTMENTS OF LABOR AND OF HEALTH, EDUCATION AND WELFARE AND WITH APPROPRIATE STATE OFFICIALS. IN ADDITION A REVIEW WAS MADE OF RECORDS RELATING TO IR PROGRAMS IN 12 STATES AND ON-SITE VISITS TO 92 IR INSTITUTIONS. SOME GENERAL CONCLUSIONS WERE (1) THE IR PROGRAM PROVIDES A WIDER RANGE OF OCCUPATIONAL OFFERINGS (MAINLY FOR MEN) AND A LONGER TRAINING PERIOD, AT A LOWER COST TO THE FEDERAL GOVERNMENT, THAN ANY OTHER FORM OF TRAINING; AND (2) THE APPROACH TO TRAINING IS TRADITIONAL LOCKED-STEP RATHER THAN INDIVIDUALIZED AND LACKING IN INNOVATIVE FEATURES. (SB)

ERIC: ED069849

1503 EVALUATION OF THE MISSISSIPPI-IOWA FARM LABOR MOBILITY PROJECT. FINAL REPORT. DEC 69

JAKUBAUSKAS, EDWARD B.;PALOMBA, NEIL A.

IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES. INDUSTRIAL RELATIONS CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 59P.

FARMERS, FARM LABOR SUPPLY, JOB PLACEMENT, LOW INCOME GROUPS, MOBILITY, NEGROES, RECRUITMENT, RELOCATION, TABLES (DATA), IOWA, MISSISSIPPI

RELOCATION OF WORKERS FROM AREAS OF SEVERE LABOR SURPLUS TO AREAS OF LABOR SHORTAGE CAN YIELD A HIGH INVESTMENT TO PUBLIC MANPOWER FUNDS AND WILL ASSIST IN MEETING EMPLOYER MANPOWER NEEDS. A MOBILITY PROGRAM SUCH AS THE IOWA-MISSISSIPPI PROJECT MUST BE SELECTIVE FOR POTENTIAL WORKERS AND EMPLOYERS. RELOCATEES MUST NOT BE CHOSEN FROM THE HARD CORE DISADVANTAGED BUT FROM THOSE WITH A VALUE STRUCTURE CLOSE TO THAT OF THE MIDDLE CLASS IN RURAL IOWA, AND EMPLOYERS WITH HIGH TURNOVER RATES OUGHT TO BE EXCLUDED FROM THE PROGRAM. THE OPTIMUM NUMBER OF PERSONS THAT CAN BE MOVED EACH YEAR IS ABOUT 25 FAMILIES. IOWA FARMERS HAVE SHOWN RECEPTIVITY IN CONSIDERING THE HIRING OF MISSISSIPPI BLACKS. SUCCESSFUL FAMILIES HAVE GENERALLY BEEN THOSE WITH STABLE MARITAL AND FAMILY RELATIONSHIPS AND HAVE POSSESSED A MATURE APPROACH TO WORK. THE PROJECT HAS OFFERED HOPE OF SOCIAL AND ECONOMIC IMPROVEMENT TO A SMALL NUMBER OF DELTA FAMILIES AND THE EXPERIENCE TO DATE INDICATES THAT CONTINUATION OF THE PROJECT WOULD PROVIDE BENEFITS TO WORKERS, EMPLOYERS, AND SOCIETY AS A WHOLE. (AUTHOR/BC)

ERIC: ED039342

1504 AN EVALUATION OF THE MODELS FOR A NORTH CENTRAL STATES RURAL YOUTH PROGRAM, FINAL REPORT, AUGUST 1975. AUG 75

REID, JOSEPH M.;MILES, GUY H.

NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 220P.; FOR RELATED DOCUMENTS, SEE ED 100 556, 557, AND 565

CONTROL GROUPS, COUNSELING, ECONOMICALLY DISADVANTAGED, EDUCATIONAL PROGRAMS, EXPERIMENTAL GROUPS, FOLLOWUP STUDIES, HIGH SCHOOL STUDENTS, JOB PLACEMENT, MODELS, POST

(CONT.)

1604 SECONDARY EDUCATION, PROGRAM EVALUATION, RURAL YOUTH, SENIORS, VOCATIONAL EDUCATION, RURAL URBAN MIGRATION, RURAL YOUTH PROGRAM, UNITED STATES (NORTH CENTRAL)

THE FOLLOWING THREE MODELS IN THE RURAL YOUTH PROGRAM (A PROGRAM FOR THE ECONOMICALLY DISADVANTAGED) WERE EVALUATED (1) THE CORN BELT MODEL (IOWA, 1973-74); (2) THE NORTHERN FOREST MODEL (MINNESOTA, 1973-74); (3) THE CENTRAL PLAINS MODEL (NEBRASKA, 1972-73). IN ADDITION TO BASE LINE SCHOOL AND COMMUNITY DATA, OCCUPATIONAL, EDUCATIONAL, AND SOCIAL DATA WERE OBTAINED VIA QUESTIONNAIRE FOR BOTH EXPERIMENTAL AND CONTROL GROUPS (GRADUATED SENIORS) IN EACH MODEL LOCATION. THE PARTICIPATION OF THE TARGET POPULATION IN SUMMER, IN-SCHOOL, AND OUT-OF-SCHOOL MODEL PROGRAMS WAS EVALUATED IN TERMS OF THE FOLLOWING CRITERIA (1) PLACEMENT IN A JOB; (2) PLACEMENT IN A HIGHER EDUCATION EXPERIENCE OR AN ADDITIONAL TRAINING OPPORTUNITY; AND (3) PREPARATION FOR THE TRANSITION FROM RURAL TO URBAN LIVING. ALTHOUGH AFTER THE FIRST YEAR OF OPERATION, THE MINNESOTA AND IOWA PROJECTS ATTEMPTED TO BOLSTER THEIR VOCATIONAL COUNSELING AND EDUCATION PROGRAMS FOR HIGH SCHOOL SENIORS AND DID MANAGE TO OBTAIN A HIGH RATE OF PARTICIPATION IN ONE OR MORE OF THE SCHOOL YEAR ACTIVITIES, THE FOLLOW-UP STUDY INDICATED THAT EITHER THESE SERVICES WERE NOT LIKELY TO HAVE A SIGNIFICANT IMPACT ON THE POST-HIGH SCHOOL BEHAVIOR OF THESE YOUTHS, OR THE IMPACT WAS NOT SUFFICIENTLY GREAT TO BE MEASURED IN QUANTIFIABLE TERMS. WITH A FEW EXCEPTIONS, THERE WAS NO STATISTICALLY SIGNIFICANT DIFFERENCE BETWEEN THE POST-HIGH SCHOOL BEHAVIOR OF YOUTHS IN THE EXPERIMENTAL AND CONTROL GROUPS. (JC)

ERIC: ED116889

1605 AN EVALUATION OF THE PILOT ACCELERATED APPRENTICESHIP PROJECT. FEB 74

AMEX SYSTEMS, INC., LAWNDALE, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.

NOTES: 166P.

APPRENTICESHIPS, CARPENTERS, DEMONSTRATION PROJECTS, HIGH SCHOOL CURRICULUM, PROGRAM EFFECTIVENESS, SCHOOL INDUSTRY RELATIONSHIP

THE STUDY EXAMINED A PILOT PREAPPRENTICESHIP PROJECT WHICH SOUGHT TO HAVE A SCHOOL SYSTEM AND A UNION WITH THE JOINT CARPENTRY APPRENTICESHIP COMMITTEE, WORK WITH THE BUREAU OF APPRENTICESHIP AND TRAINING TO DEVELOP A TRAINING COURSE FOR HIGH SCHOOL STUDENTS WHICH WOULD ENABLE THEM TO ENTER APPRENTICESHIP AT AN ADVANCE STAGE WHILE AT THE SAME TIME FULFILLING HIGH SCHOOL REQUIREMENTS. THE REPORT COVERS THE DEMONSTRATION PROGRAM METHODOLOGY AND OPERATIONS, THE EXPERIENCES OF TRAINEES AND ADMINISTRATORS, AND THE OVERALL PROJECT EFFECTIVENESS. (NTIS)

ERIC: ED096495 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 231 440, MF-$1.45; HC-$11.50)

1606 EVALUATION OF THE PSC PROGRAM. VOLUME I FINDINGS AND CONCLUSIONS. FINAL REPORT. MAR 72

TURIM, JAY; AND OTHERS

RMC, INC., BETHESDA, MD.

NOTES: 156P.

ADULTS, DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT PROGRAMS, GOVERNMENT EMPLOYEES, INTERVIEWS, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, RESEARCH, SPECIALIZATION, TECHNICAL REPORTS, VOCATIONAL DEVELOPMENT, PSC, PUBLIC SERVICE CAREERS PROGRAM

THE STUDY WAS DESIGNED TO PROVIDE A COMPREHENSIVE ASSESSMENT OF PLANS A AND B OF THE PUBLIC SERVICE CAREERS (PSC) PROGRAM, INCLUDING E) ECTIVENESS, STRENGTHS AND WEAKNESSES, RATE OF PROGRESS IN ACCOMPLISHING GOALS, AND PROBLEM AREAS. INFORMATION NECESSARY TO MAKE THIS ASSESSMENT WAS GATHERED FROM A NUMBER OF THE EARLIEST PROJECTS AT TWO POINTS IN TIME OVER A PERIOD OF APPROXIMATELY A YEAR. INTERVIEWS WERE CONDUCTED WITH PSC PROJECT STAFF MEMBERS AND ENROLLEES, AND SPOKESMEN FOR OTHER LOCAL MANPOWER PROGRAMS AND COMMUNITY GROUPS. VOLUME 1 (OF THREE) DETAILS THE ANALYTIC RESULTS OF THE STUDY INCLUDING FINDINGS AND CONCLUSIONS BASED ON DATA WHICH ARE PRESENTED IN FULLER FORM IN THE OTHER VOLUMES. (FOR RELATED DOCUMENTS SEE AC 012 828 AND AC 012 829.) (AUTHOR)

ERIC: ED066657 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-209 680; MF $.95, HC $3.00)

1607 EVALUATION OF THE PSC PROGRAM. VOLUME II SECOND ROUND SITE VISIT RESULTS. FINAL REPORT. MAR 72

TURIM, JAY; AND OTHERS

RMC, INC., BETHESDA, MD.

NOTES: 108P.

ADULTS, DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT PROGRAMS, GOVERNMENT EMPLOYEES, INTERVIEWS, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, RESEARCH, SPECIALIZATION, TECHNICAL ASSISTANCE, TECHNICAL REPORTS, UNSKILLED WORKERS, VOCATIONAL DEVELOPMENT, PSC, PUBLIC SERVICE CAREERS PROGRAM

THE STUDY WAS DESIGNED TO PROVIDE A COMPREHENSIVE ASSESSMENT OF THE PUBLIC SERVICE CAREERS (PSC) PROGRAM, BASED ON DATA COLLECTED FROM A NUMBER OF THE EARLIEST PROJECTS AT TWO POINTS IN TIME OVER A PERIOD OF APPROXIMATELY A YEAR. VOLUME 2 (OF THREE) PRESENTS THE DATA FROM THE SECOND, OR FOLLOW-UP, ROUND OF INTERVIEWS WITH PSC PROJECT STAFF MEMBERS, OFFICIALS IN THE AGENCIES SPONSORING PSC PROJECTS AND IN THOSE HIRING THE ENROLLEES, AND SPOKESMEN FOR OTHER LOCAL MANPOWER PROGRAMS AND COMMUNITY GROUPS. THE VOLUME IS DESCRIPTIVE RATHER THAN ANALYTIC. (FOR RELATED DOCUMENT SEE AC 012 827 AND AC 012 829.) (AUTHOR)

ERIC: ED066658 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-209 681; MF $.95, HC $3.00)

1508 EVALUATION OF THE PSC PROGRAM. VOLUME III SECOND ROUND INTERVIEW RESULTS. FINAL REPORT. MAR 72
TURIM, JAY;AND OTHERS
RMC, INC., BETHESDA, MD.
NOTES: 177P.
ADULTS, DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT PROGRAMS, GOVERNMENT EMPLOYEES, INTERVIEWS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, RESEARCH, STATISTICAL DATA, TECHNICAL REPORTS, UNSKILLED WORKERS, VOCATIONAL DEVELOPMENT, PSC, PUBLIC SERVICE CAREERS PROGRAM
THE STUDY WAS DESIGNED TO PROVIDE A COMPREHENSIVE ASSESSMENT OF PLANS A AND B OF THE PUBLIC SERVICE CAREERS (PSC) PROGRAM, BASED ON DATA COLLECTED FROM A NUMBER OF THE EARLIEST PROJECTS AT TWO POINTS IN TIME OVER A PERIOD OF APPROXIMATELY A YEAR. VOLUME 3 (OF THREE) PRESENTS THE DATA FROM THE SECOND, OR FOLLOW-UP, ROUND OF INTERVIEWS WITH ENROLLEES AND THEIR SUPERVISORS. THIS VOLUME IS DESCRIPTIVE RATHER THAN ANALYTIC. (FOR RELATED DOCUMENTS SEE AC 012 827 AND AC 012 828.) (AUTHOR)
ERIC: ED066659 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-209 682: MF $.95, HC $3.00)

1509 EVALUATION OF THE RELEVANCE AND QUALITY OF PREPARATION FOR EMPLOYMENT UNDER THE MDTA INSTITUTIONAL TRAINING PROGRAM. FINAL REPORT. 31 MAY 71
MENTEC CORP., LOS ANGELES, CALIF. BUREAU OF ADULT, VOCATIONAL , AND TECHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C.
CONTRACT NO. OEC-0-70-5043(335)
NOTES: 172P.
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, FEDERAL PROGRAMS, JOB PLACEMENT, JOB TRAINING, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, VOCATIONAL COUNSELING, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
TO EVALUATE THE EFFECTIVENESS OF THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) INSTITUTIONAL TRAINING PROGRAM IN PREPARING TRAINEES FOR EMPLOYMENT, INTERVIEWS WERE HELD WITH ADMINISTRATIVE PERSONNEL, EMPLOYERS, COUNSELORS, AND TRAINEES. THE SURVEY REVEALED THAT COMPLETION RATES ARE GENERALLY LOW, DUE TO EXCESSIVE COUNSELOR CASE LOADS, AND RELEVANCE TO LABOR MARKET REQUIREMENTS COULD BE IMPROVED, ALTHOUGH PERFORMANCE VARIES CONSIDERABLY BETWEEN AREAS. THE QUALITY OF TRAINING IS HIGH--THE CONTENT OF OCCUPATIONAL SKILLS TRAINING PROJECTS IS RELEVANT TO JOB REQUIREMENTS, FACILITIES ARE ADEQUATE, AND INSTRUCTORS ARE PROVIDING A FAVORABLE LEARNING ENVIRONMENT. BASIC EDUCATION COMPONENTS ARE PROVIDING VALUABLE INSTRUCTION IN FUNDAMENTAL SKILLS. THE STUDY RECOMMENDS THAT STANDARDS OF SYSTEMS EFFECTIVENESS BE ADOPTED BASED ON JOB PLACEMENT AS A PERCENTAGE OF ENROLLMENT. PREDICTIVE MODELING METHODS FOR FORECASTING LOCAL LABOR MARKET REQUIREMENTS AND IMPROVED METHODS FOR ASSESSING THE POTENTIAL OF APPLICANTS ARE RECOMMENDED. (AUTHOR/SH)
ERIC: ED064504

1510 AN EVALUATION OF THE TRAINING PROVIDED IN CORRECTIONAL INSTITUTIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT, SECTION 251. VOLUME I PERSPECTIVES ON OFFENDER REHABILITATION. FINAL REPORT. MAR 71
HUDSON, JOHN B.
ABT ASSOCIATES, INC. CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 72P.
COMMUNITY ATTITUDES, CORRECTIONAL EDUCATION, CORRECTIVE INSTITUTIONS, CRIMINOLOGY, DELINQUENT BEHAVIOR, EMPLOYMENT LEVEL, FAMILY ATTITUDES, JOB TRAINING, PROGRAM EVALUATION, RECIDIVISM, VOCATIONAL REHABILITATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
THIS FIRST VOLUME OF A THREE PART STUDY EVALUATING VOCATIONAL TRAINING PROVIDED IN CORRECTIONAL INSTITUTIONS, FOCUSES ON THEORETICAL FOUNDATIONS AND HISTORICAL DEVELOPMENTS OF OFFENDER VOCATIONAL REHABILITATION. THE EFFECT OF FACTORS SUCH AS THE FAMILY, COMMUNITY ENVIRONMENT, AND EMPLOYMENT STATUS ON CRIMINAL BEHAVIOR AND REHABILITATION ARE CONSIDERED. THE EMPHASIS FOR SUCCESSFUL REHABILITATION THROUGH JOB TRAINING IS ON STEADINESS AND REGULARITY OF POST-RELEASE OPPORTUNITIES. SINCE PREVIOUS RESEARCH SUPPORTS THE HYPOTHESIS THAT JOB TRAINING AND SUBSEQUENT EMPLOYMENT ON A REGULAR BASIS IS RELATED TO PAROLE SUCCESS. SINCE THE ACCEPTED ADULT MALE ROLE IN OUR SOCIETY IS BASED ON EMPLOYMENT, EFFORTS TO REINTEGRATE THE OFFENDER INTO NORMAL PURSUITS ARE CORRECTLY BASED UPON TRAINING FOR GAINFUL EMPLOYMENT. RELATED DOCUMENTS, VOLUMES TWO AND THREE, ARE AVAILABLE AS VT 014 176 AND VT 014 177 RESPECTIVELY. (AUTHOR/GEB)
ERIC: ED056222 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 200 625, MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

1511 AN EVALUATION OF THE TRAINING PROVIDED IN CORRECTIONAL INSTITUTIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT, SECTION 251. VOLUME II PROFILES OF INMATE TRAINING PROJECTS. FINAL REPORT. APR 71
MCDONNELL, JOHN C.
ABT ASSOCIATES, INC. CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 192P.
CORRECTIONAL EDUCATION, CORRECTIVE INSTITUTIONS, CRIMINOLOGY, DISADVANTAGED GROUPS, GUIDANCE PROGRAMS, INSTITUTIONAL ENVIRONMENT, JOB TRAINING, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, RECIDIVISM, VOCATIONAL REHABILITATION, VOCATIONAL RETRAINING, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
AS THE SECOND VOLUME IN A THREE PART STUDY EVALUATING VOCATIONAL TRAINING PROVIDED IN

(CONT.)

1611 OCCUPATIONAL INSTITUTIONS. THIS DOCUMENT IS CONCERNED WITH THE ADMINISTRATIVE AND LEGISLATIVE DEVELOPMENT OF VOCATIONAL TRAINING IN CORRECTIONAL INSTITUTIONS, AND WITH THE CHARACTERISTICS OF THE 25 PROJECTS COVERED BY THIS STUDY. THE BASIC ASPECTS CONSIDERED FOR EACH PROJECT INCLUDE (1) THE CHARACTERISTICS OF ITS OVERALL TRAINING PROGRAM, (2) THE CHARACTERISTICS OF THE VOCATIONAL TRAINING COURSES IT PROVIDED, AND (3) THE CHARACTERISTICS OF THE INSTITUTIONAL ENVIRONMENT IN WHICH THESE PROJECTS OPERATED. THE DATA COLLECTED FOR THIS REPORT WERE OBTAINED THROUGH INTERVIEWS AND RECORD REVIEWS AT THE NATIONAL, REGIONAL, STATE, AND LOCAL LEVELS. RELATED VOLUMES ONE AND THREE ARE AVAILABLE AS VT 014 175 AND VT 014 177 RESPECTIVELY. (AUTHOR/GEB)
ERIC: ED056223 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 200 626, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

1612 AN EVALUATION OF THE TRAINING PROVIDED IN CORRECTIONAL INSTITUTIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT, SECTION 251. VOLUME III IMPACT OF THE TRAINING PROGRAM ON TRAINEES. FINAL REPORT. MAY 71
MCDONNELL, JOHN C.
ABT ASSOCIATES, INC., CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. DIV. OF PROGRAM EVALUATION STUDIES
NOTES: 218P.
VOCATIONAL REHABILITATION, CRIMINOLOGY, PROGRAM EVALUATION, CORRECTIONAL EDUCATION, JOB TRAINING, PERFORMANCE FACTORS, VOCATIONAL FOLLOWUP, DISADVANTAGED GROUPS, EMPLOYMENT TRENDS, RECIDIVISM, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
THIS THIRD VOLUME OF A THREE PART STUDY EVALUATING VOCATIONAL TRAINING PROVIDED IN CORRECTIONAL INSTITUTIONS, FOCUSES ON THE REHABILITATION PROGRAMS IMPACT ON OFFENDER POST-RELEASE PERFORMANCE, EVALUATED IN TERMS OF RECIDIVISM AND EMPLOYMENT STATUS. DATA WERE OBTAINED THROUGH POST-RELEASE QUESTIONNAIRES DISTRIBUTED AT SELECTED INTERVALS TO TRAINEES AND CONTROL GROUP MEMBERS. RESULTS INDICATED THAT THE TRAINING PROGRAMS HAD A POSITIVE EFFECT ON THE TRAINEES. IN ADDITION TO PROGRAM RESULTS, RECOMMENDATIONS ARE GIVEN FOR PROGRAM IMPROVEMENT ON THE NATIONAL, STATE, AND LOCAL LEVELS. RELATED VOLUMES ONE AND TWO ARE AVAILABLE IN THIS ISSUE AS VT 014 175 AND VT 014 176 RESPECTIVELY. (AUTHOR/GEB)
AIM/ARM: VT014177 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 200 627, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

1613 EVALUATION OF THE VETERANS EDUCATON AND TRAINING SERVICE (VETS) PROGRAM OF THE NATIONAL LEAGUE OF CITIES AND U.S. CONFERENCE OF MAYORS DEC 73
SCHEFLEN, KENNETH C.;BRANDEWIE, ROBERT J.
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA.
NOTES: TECHNICAL REPT. 106P
MILITARY PERSONNEL, DISCHARGE, UNEMPLOYMENT, MANPOWER UTILIZATION, VETERANS EDUCATION AND TRAINING SERVICE PROGRAM, DISADVANTAGED VETERANS, NLCCM
THE OBJECTIVE OF THE VETS PROGRAM IS TO ENROLL EDUCATIONALLY AND ECONOMICALLY DISADVANTAGED VETERANS IN VETERANS ADMINISTRATION EDUCATION AND TRAINING PROGRAMS. METHODOLOGY WAS DEVELOPED TO MEASURE THE CHANGES IN G.I. BILL UTILIZATION BY VARIOUS POPULATION SUBGROUPS IN 11 TARGET CITIES AND 11 CONTROL CITIES, USING COMPUTERIZED DATA FILES PROVIDED BY THE VETERANS ADMINISTRATION AND THE DEPARTMENT OF DEFENSE. THROUGH ON-SITE INTERVIEWS AND THE ADMINISTRATION OF MAIL QUESTIONNAIRES, DATA WERE COLLECTED ON THE SIZE, ORGANIZATIONAL AFFILIATION, AND GOALS OF VETS PROJECTS.
NTIS: PB-226 895/1 NTIS PRICES PC$4.50/MF$1.45

1614 AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS THE PROJECTS FIRST YEAR. FINAL REPORT. MAY 74
REID, JOSEPH M.;MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 149P.; FOR RELATED DOCUMENTS, SEE RC 008 246 AND 247
BEHAVIOR PATTERNS, CONTROL GROUPS, EMPLOYMENT PATTERNS, EXPERIMENTAL GROUPS, JOB SATISFACTION, JOB TRAINING, POST SECONDARY EDUCATION, PROGRAM EVALUATION, RURAL YOUTH, TABLES (DATA), WORK EXPERIENCE PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NORTH CENTRAL STATES
THE RURAL YOUTH PROGRAM, A MODEL NEIGHBORHOOD YOUTH CORPS PROGRAM BASED ON PREVIOUS RESEARCH, WAS DESIGNED TO MAXIMIZE SOCIAL AND OCCUPATIONAL ADJUSTMENT OF RURAL YOUTH IN THE NORTH CENTRAL STATES. ALTHOUGH THE PROGRAMS FIRST YEAR (1972-73) WAS NOT A FULL YEAR, IT WAS INITIALLY EVALUATED AT THREE SITES (NORTHERN MINNESOTA, SOUTHERN IOWA, AND CENTRAL NEBRASKA) TO (1) TEST THE EFFECTIVENESS OF THE PROGRAM GUIDELINES; AND (2) GATHER BASELINE DATA ON THE EXPERIMENTAL AND CONTROL GROUPS FOR THIS EVALUATION. QUESTIONNAIRES WERE MAILED TO BOTH THE EXPERIMENTAL AND CONTROL GROUPS APPROXIMATELY 6 MONTHS AFTER MOST OF THE YOUTHS HAD COMPLETED HIGH SCHOOL. RESPONDENTS WERE GROUPED ACCORDING TO (1) YOUTHS WHO ENTERED A POST-HIGH SCHOOL EDUCATIONAL OR TRAINING INSTITUTION; (2) YOUTHS WHO DID NOT ENTER A POST-HIGH SCHOOL INSTITUTION BUT LEFT THEIR COMMUNITY IN 1972-73; AND (3) YOUTHS WHO DID NOT MIGRATE FROM THEIR COMMUNITY IN 1972-73. CRITERION MEASUREMENTS FOR THIS EVALUATION WERE (1) PREPARATION OF PARTICIPANTS FOR THE WORLD OF WORK; (2) POST-HIGH SCHOOL EDUCATION OR TRAINING; (3) POST-HIGH SCHOOL EMPLOYMENT--JOB HUNTING BEHAVIOR, JOB CHARACTERISTICS, AND JOB SATISFACTION; AND (4) SOCIAL PARTICIPATION BEHAVIOR. A LONGER OBSERVATION PERIOD WAS RECOMMENDED IN ORDER TO OBTAIN A MORE ACCURATE MEASURE OF PROGRAM EFFECTIVENESS. (KJ)
ERIC: ED100565 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

1615 EVALUATION OF THREE SCHOOL-BASED JOB PLACEMENT PROJECTS IN PENNSYLVANIA. FINAL REPORT. NOV 75
MEEHAN, MERRILL L.;FRANCHAK, STEPHEN J.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG. RESEARCH COORDINATING UNIT.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 174P.; RELATED DOCUMENTS VT 103 506 AND VT 104 508 AND VT 103 509 IN THIS ISSUE.
JOB PLACEMENT, PROGRAM EVALUATION, INTERVIEWS, QUESTIONNAIRES, SECONDARY EDUCATION, DATA COLLECTION, MATURITY TESTS, VOCATIONAL FOLLOWUP, VOCATIONAL COUNSELING, STATISTICAL ANALYSIS, AREA VOCATIONAL SCHOOLS, PROGRAM EFFECTIVENESS, PILOT PROJECTS, SCHOOL SERVICES, EMPLOYMENT SERVICES, PENNSYLVANIA
THE STUDY ATTEMPTED A COMPREHENSIVE EVALUATION OF THE PROCESS AND PRODUCT OF A SCHOOL-BASED JOB PLACEMENT MODEL OPERATING IN THREE PENNSYLVANIA AREA VOCATIONAL SCHOOLS. EVALUATION DATA WERE OBTAINED USING ANECDOTAL RECORDS AND REPORTS, CONDUCTING INTERVIEWS, AND ADMINISTERING QUESTIONNAIRES AND INVENTORIES. THE INSTRUMENTS USED INCLUDED THE CRITES CAREER MATURITY INVENTORY, PROJECT-DEVELOPED JOB PLACEMENT EVALUATION QUESTIONNAIRES, AND GUIDES FOR CONDUCTING TAPED INTERVIEWS. THE TARGET POPULATIONS WERE THOSE CLIENT GROUPS AFFECTED BY THE JOB PLACEMENT PROJECTS. THESE GROUPS INCLUDED SENIORS, 1974 GRADUATES, SCHOOL ADMINISTRATORS AND STAFF, EMPLOYERS, COMMUNITY CONTACTS, AND PARTICIPATING BUREAU OF EMPLOYMENT SECURITY PERSONNEL. RESULTS AND CONCLUSIONS OF THE STUDY ARE PRESENTED AS RESPONSE TO EACH OF THE EIGHT RESEARCH QUESTIONS ORIGINALLY FORMULATED. A MAJOR CONCLUSION WAS THAT A FORMALIZED PLACEMENT SERVICE CAN INCREASE THE PROBABILITY OF A STUDENT OBTAINING EMPLOYMENT OVER THOSE SCHOOLS WHO DO NOT HAVE SUCH A SERVICE. FURTHER, THE SCHOOLS SHOULD PROVIDE SUCH A SERVICE, AND STUDENTS WILL UTILIZE IT IF IT IS AVAILABLE. RECOMMENDATIONS ARE OFFERED FOR IMPROVING JOB PLACEMENT SERVICES AND FOR FUTURE RESEARCH. APPENDIXES INCLUDE SUMMARY DATA ON PLACEMENT OFFICE ACTIVITIES, COVER LETTERS AND CONSENT FORMS, THE EIGHT FORMS OF THE EVALUATION QUESTIONNAIRES, AND THE INTERVIEW GUIDES AND SUMMARIES. (AUTHOR/RG)
AIM/ARM: VT103507

1616 THE EVALUATION OF THREE U.S. AIR FORCE INSTRUCTIONAL SYSTEMS WITHIN CIVILIAN EDUCATION. A SUPPLEMENT TO THE FINAL REPORT. 31 MAR 70
STRAUBEL, JAMES H.
AEROSPACE EDUCATION FOUNDATION, WASHINGTON, D.C. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-3-8-080301-0035(085)
NOTES: 39P.; FOR FINAL REPORT, SEE ED 035 788; THE APPENDIX IS NOT INCLUDED
COMPARATIVE ANALYSIS, EDUCATIONAL PROGRAMS, INSTRUCTIONAL MATERIALS, INSTRUCTIONAL PROGRAMS, JOB TRAINING, PROGRAM EVALUATION, TEACHER ATTITUDES, TEACHING METHODS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION
IMPORTANT LESSONS CAN BE LEARNED FROM THE EDUCATIONAL PROGRAMS OF THE MILITARY SERVICES THAT CAN BE APPLIED TO CIVILIAN EDUCATION. THE U.S. AIR FORCE VOCATIONAL-TECHNICAL TRAINING PROGRAM IS GEARED TO LEARNING OUTCOMES WHICH MAKES IT POSSIBLE TO MEASURE JOB ENTRY CAPABILITIES. THE UTAH DEPARTMENT OF VOCATIONAL EDUCATION STUDIED THE POTENTIAL FOR USING THIS TYPE OF INSTRUCTION IN THEIR SCHOOLS. AIR FORCE MATERIAL IS DEVELOPED FOR SPECIFIC GROUPS TO ATTAIN SPECIFIC PERFORMANCES IN A PRESCRIBED CONDITION. THE CRITERION FOR SUCCESSFUL INSTRUCTION IS THE ATTAINMENT OF CERTAIN OBJECTIVES. THIS IS DIFFERENT FROM CIVILIAN INSTRUCTION WHICH LACKS MEASURABLE OBJECTIVES AND CENTERS MORE ON INSTRUCTIONAL PROCEDURES RATHER THAN INSTRUCTIONAL OUTCOMES. THE SELECTION OF CRITERION-REFERENCED AIR FORCE MATERIAL USED, WITH CERTAIN ADDITIONS AND MODIFICATIONS, MUST BE BASED ON THEIR SUCCESS IN ACHIEVING THEIR OBJECTIVES. THE ATTITUDES OF TEACHERS TOWARD THEIR COURSES AND THEIR RELATION TO THEIR STUDENTS MUST CHANGE WITH THE USE OF CRITERION-REFERENCED CURRICULUM. (EC)
ERIC: ED112059

1617 THE EVALUATION OF UNSUCCESSFUL APPLICANTS TO MEDICAL SCHOOLS AS A HEALTH MANPOWER RESOURCE. FINAL REPORT. OCT 73
HOLLANDER, JO ANNE L.;AND OTHERS
NATIONAL INSTITUTES OF HEALTH (DHEW), BETHESDA, MD.
CONTRACT NO. NIH-70-4141
NOTES: 170P.
ADMISSION (SCHOOL), CAREER CHANGE, CAREER CHOICE, COMPETITIVE SELECTION, EDUCATIONAL COUNSELING, EDUCATIONAL SUPPLY, HEALTH OCCUPATIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MEDICAL EDUCATION, MEDICAL SCHOOLS, PARAMEDICAL OCCUPATIONS, VOCATIONAL COUNSELING
OVER THE PAST FOUR DECADES THE YEARLY ACCEPTANCE RATE TO U.S. MEDICAL SCHOOLS HAS REMAINED FAIRLY CONSTANT AT ABOUT 50 PERCENT. EACH YEAR, SUBSTANTIAL NUMBERS OF PERSONS CANNOT CONTINUE FORMAL TRAINING TOWARD THEIR OCCUPATIONAL GOALS. IN A SENSE, THESE INDIVIDUALS REPRESENT CERTAIN INTELLECTUAL AND FINANCIAL LOSSES TO SOCIETY IN GENERAL, AND TO THE HEALTH AND MEDICAL CARE SYSTEM IN PARTICULAR. THE PURPOSES OF THE CURRENT STUDY INCLUDE IDENTIFICATION OF CERTAIN BACKGROUND, DEMOGRAPHIC, AND PERSONALITY CHARACTERISTICS OF THIS GROUP; DESCRIPTION OF CIRCUMSTANCES SURROUNDING NONACCEPTANCE, INCLUDING ATTITUDES TOWARD REJECTION AND RESULTANT EFFECTS ON OCCUPATIONAL VALUES; EXAMINATION OF THE MANNER IN WHICH NEW ACADEMIC AND OCCUPATIONAL CHOICES ARE MADE; AND CONSIDERATION OF THIS GROUP AS A POTENTIAL HEALTH MANPOWER RESOURCE. THIS STUDY SHOULD ASSIST PREMEDICAL AND OTHER UNDERGRADUATE ADVISORS BY ENABLING THEM TO OFFER MORE RELEVANT AND USEFUL ALTERNATIVE CAREER SUGGESTIONS TO UNACCEPTED APPLICANTS. IN ADDITION, IT MAY ALSO ALLOW LEGISLATORS, HEALTH PLANNERS, AND RESEARCHERS IN MEDICAL EDUCATION, TO ASSESS THE COSTS ARISING FROM MEDICAL SCHOOL REJECTION, AND TO ESTIMATE THE KINDS AND AMOUNTS OF TRAINING AND SUPPORT NECESSARY TO ENCOURAGE THESE PERSONS TO

(CONT.)
1617 ENTER OTHER HEALTH-RELATED AREAS. (AUTHOR)
ERIC: ED134050

1618 EVALUATION OF VOCATIONAL EDUCATION R + D PROGRAMS AN INTEGRATIVE ANALYSIS OF RECENT STUDIES. 77
MAGISOS, JOEL H.:MOORE, ALLEN B.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 39P.
CURRICULUM DEVELOPMENT, DEMONSTRATION PROJECTS, EDUCATIONAL DEVELOPMENT, EDUCATIONAL RESEARCH, FEDERAL AID, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, RESEARCH PROJECTS, RESEARCH REVIEWS (PUBLICATIONS), SUMMATIVE EVALUATION, SYNTHESIS, TECHNICAL REPORTS, VOCATIONAL EDUCATION, COMMITTEE ON VOCATIONAL EDUCATION R AND D, DEVELOPMENT ASSOCIATES INC, RAND CORPORATION
THIS PAPER PROVIDES A COMPOSITE PICTURE OF SOME RECENT STUDIES OF RESEARCH, DEMONSTRATION, AND CURRICULUM DEVELOPMENT PROGRAMS. THE PRIMARY FOCUS IS ON THREE STUDIES ASSESSING VOCATIONAL EDUCATION RESEARCH AND DEVELOPMENT (NATIONAL ACADEMY OF SCIENCES, 1976, COVERD REPORT, ED 128 754): ANTHONY H. PASCAL, ET AL., FEDERAL PROGRAMS SUPPORTING EDUCATIONAL CHANGE, VOL. III, THE PROCESS OF CHANGE, APPENDIX D. INNOVATIONS IN CAREER EDUCATION (RAND, 1975, ED 108 328): AND AN EVALUATION OF VOCATIONAL EXEMPLARY PROJECTS PART D VOCATIONAL EDUCATION ACT AMENDMENTS OF 1968 (DEVELOPMENT ASSOCIATES, INC., 1975, ED 109 475). TWO OTHER STUDIES ARE USED FOR COMPARISON REPORT TO THE CONGRESS WHAT IS THE ROLE OF FEDERAL ASSISTANCE FOR VOCATIONAL EDUCATION (COMPTROLLER GENERAL OF THE UNITED STATES, 1974, GAO REPORT, ED 105 132) AND KNOWLEDGE AND POLICY IN MANPOWER A STUDY OF THE MANPOWER RESEARCH AND DEVELOPMENT PROGRAM IN THE DEPARTMENT OF LABOR (NATIONAL ACADEMY OF SCIENCES, 1975, DOL/MR+D REPORT, ED 118 802). EACH REPORT IS REVIEWED, INCLUDING METHODS OF RESEARCH, FINDINGS, CONCLUSIONS AND RECOMMENDATIONS, AND A CRITIQUE. ALL FIVE REPORTS ARE SUMMARIZED IN A TABLE COMPARING AND HIGHLIGHTING PURPOSE, SCOPE, DATA SOURCES, FINDINGS, AND RECOMMENDATIONS. A SYNTHESIS OF THE REPORTS IS ALSO PRESENTED. RECOMMENDATIONS FOR METHODS OF EVALUATING FUTURE VOCATIONAL EDUCATION R+D PROGRAMS CONCLUDE THE DOCUMENT. A SHORT BIBLIOGRAPHY IS APPENDED. (BL)
ERIC: ED142793 OHIO STATE UNIVERSITY, CENTER FOR VOCATIONAL EDUCATION, 1960 KENNY ROAD, COLUMBUS, OHIO 43210

1619 EVALUATION OF WORK EXPERIENCE AND TRAINING OF OLDER WORKERS 1967
SOMERS, GERALD G.
WISCONSIN UNIV., MADISON. INDUSTRIAL RELATIONS RESEARCH INST.
NOTES: 80P
TRAINING, ADULTS, EMPLOYMENT, ADULTS
THE WORK EXPERIENCE AND TRAINING PROGRAM IS DESIGNED TO EXPAND OPPORTUNITIES FOR CONSTRUCTIVE WORK EXPERIENCE AND OTHER NEEDED TRAINING AVAILABLE TO PERSONS WHO ARE UNABLE TO SUPPORT OR CARE FOR THEMSELVES OR THEIR FAMILIES. SPECIFICALLY, THE ADMINISTRATORS OF THE PROGRAM ARE CHARGED WITH HELPING TO INCREASE THE EMPLOYMENT AND EARNINGS POTENTIAL OF UNEMPLOYED PARENTS WHO ARE RECEIVING PUBLIC ASSISTANCE AS WELL AS OTHER NEEDY PERSONS, INCLUDING SINGLE ADULTS. THE PROGRAM IS ADMINISTERED BY THE BUREAU OF FAMILY SERVICES, THE WELFARE ADMINISTRATION, DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. THIS PLACEMENT OF THE ADMINISTRATION OF THE PROGRAM REFLECTS ITS BROAD GOALS, NAMELY, TO RAISE THE SOCIAL, ECONOMIC, EDUCATIONAL AND CULTURAL LEVEL OF EVERY MEMBER OF THE FAMILY WHILE IT HELPS THE HEAD OF THE HOUSEHOLD BECOME EMPLOYABLE. THE PROGRAM ENCOMPASSES A WIDE VARIETY OF SERVICES, INCLUDING MEDICAL CARE, CHILD CARE AND COUNSELLING IN ADDITION TO JOB DEVELOPMENT AND PLACEMENT, BASIC ADULT EDUCATION, AND TRAINING PROJECTS, LEADING TO THOSE ESTABLISHED BY THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) OF 1962 AND THE VOCATIONAL EDUCATION ACT OF 1963. (AUTHOR)
NTIS: PB-177 774 CFSTI PRICES PC$6.00 MF$0.95

1520 EVALUATION OF WORK EXPERIENCE, COOPERATIVE EDUCATION, AND YOUTH MANPOWER PROGRAMS AN ANNOTATED BIBLIOGRAPHY. BIBLIOGRAPHY SERIES NO. 28. OCT 75
STAKELON, ANNE E., COMP.:MAGISOS, JOEL H., COMP.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 67P.
ANNOTATED BIBLIOGRAPHIES, COOPERATIVE EDUCATION, EFFICIENCY, EVALUATION, EVALUATION CRITERIA, EVALUATION METHODS, EVALUATION NEEDS, FIELD EXPERIENCE PROGRAMS, HIGHER EDUCATION, INDUSTRIAL TRAINING, INPLANT PROGRAMS, INTERNSHIP PROGRAMS, OFF THE JOB TRAINING, ON THE JOB TRAINING, PROGRAM EVALUATION, SECONDARY EDUCATION, STUDENT EMPLOYMENT, WORK EXPERIENCE, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, JOB CORPS, NEIGHBORHOOD YOUTH CORPS
THE REPORTS AND JOURNAL ARTICLES CITED IN THIS ANNOTATED BIBLIOGRAPHY WERE FOUND THROUGH COMPUTER-ASSISTED SEARCHES OF ABSTRACTS OF INSTRUCTIONAL AND RESEARCH MATERIALS IN VOCATIONAL AND TECHNICAL EDUCATION (AIM/ARM), RESOURCES IN EDUCATION (RIE), CURRENT INDEX TO JOURNALS IN EDUCATION (CIJE), AND THE NATIONAL TECHNICAL INFORMATION SERVICE (NTIS) DATA BASE. ITEMS INCLUDED WERE THOSE FOUND TO BE INDEXED WITH ONE OR MORE MAJOR TERMS FROM THE CONCEPTS WORK EXPERIENCE, COOPERATIVE EDUCATION, OR YOUTH MANPOWER PROGRAMS AND EVALUATION. SPECIFIC SEARCH TERMS ARE LISTED. A TOTAL OF 190 ERIC AND AIM/ARM CITATIONS WERE FOUND AND 79 ITEMS HAVE BEEN INCLUDED IN THIS PUBLICATION. FORTY-NINE NTIS DOCUMENTS WERE FOUND AND 27 HAVE BEEN INCLUDED AS RELEVANT TO THE SUBJECT MATTER UNDER CONSIDERATION. CITATIONS HAVE BEEN ORGANIZED IN FOUR SECTIONS--ERIC REPORT LITERATURE, AIM/ARM REPORT LITERATURE, NTIS REPORT LITERATURE, AND JOURNAL

(CONT.)
1520 ARTICLES. (RC)
ERIC: ED117194

1621 EVALUATION OF 1975-76 VOCATIONAL AND BASIC EDUCATION PROGRAMS IN THE EIGHT PENNSYLVANIA STATE CORRECTIONAL INSTITUTIONS. JUL 76
LEWIS, JAMES P.;BOYLE, REBECCA
PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG. OFFICE OF CORRECTIONS EDUCATION.
NOTES: 51P.; FOR A RELATED DOCUMENT SEE ED 126 300
ADULT BASIC EDUCATION, BASIC SKILLS, CORRECTIONAL EDUCATION, CORRECTIVE INSTITUTIONS, EDUCATIONAL PROGRAMS, JOB SKILLS, NEEDS ASSESSMENT, PRISONERS, PROGRAM ATTITUDES, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, RESEARCH, SKILL DEVELOPMENT, VOCATIONAL EDUCATION
IN AN EFFORT TO BETTER ACHIEVE THE EDUCATIONAL PROGRAM OBJECTIVES OF DEVELOPING SPECIFIC SALABLE SKILLS, AND DEVELOPING SKILLS LEADING TO THE GENERAL EDUCATION DEVELOPMENT COMPLETION, 321 MALE AND 23 FEMALE OFFENDERS ENROLLED IN ADULT BASIC EDUCATION, GENERAL EDUCATION DEVELOPMENT, AND VOCATIONAL COURSES IN PENNSYLVANIAS EIGHT STATE INSTITUTIONS WERE EVALUATED CONCERNING THEIR ATTITUDES TOWARDS THE QUALITY OF INSTRUCTION AND EDUCATIONAL SERVICES OFFERED. (THE EIGHT INSTITUTIONS ARE CAMP HILL, DALLAS, GRATERFORD, GREENSBURG, HUNTINGDON, MUNCY, PITTSBURGH, AND ROCKVIEW.) AFTER ANALYZING DATA COLLECTED FROM TWO FORMS (EDUCATIONAL EVALUATION FORM AND THE TRAINING SURVEY) COMPLETED BY THE SUBJECTS, IT WAS GENERALLY CONCLUDED THAT THE LACK OF RESOURCE MATERIALS AND SOME SUPPORTIVE SERVICES (I.E. LIMITED LIBRARY MATERIALS AND COUNSELING SERVICES) IS A PROBLEM. HOWEVER, OFFENDERS HAVE POSITIVE VALUES AND ATTITUDES TOWARD THE EDUCATION PROGRAMS IN TERMS OF ENTERING, OPPORTUNITY, BENEFITS, AND SELF-RELIANCE. THE DOCUMENT PRESENTS 18 SPECIFIC CONCLUSIONS AND DISCUSSES FOUR INSTITUTIONAL RECOMMENDATIONS. TWENTY-FOUR TABLES SUPPLEMENT THE DISCUSSION OF THE STUDY, AND BRIEF DESCRIPTIONS OF EACH INSTITUTIONS EDUCATIONAL PROGRAM ARE ALSO PROVIDED. (HL)
ERIC: ED132388

1622 EVALUATION REPORT THE CITY UNIVERSITY OF NEW YORK COLLEGE ADAPTER PROGRAM. AUG 71
YAROSZ, EDWARD J.
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 72P.
ADMISSION (SCHOOL), ADMISSION CRITERIA, COLLEGE BOUND STUDENTS, DROPOUTS, HIGHER EDUCATION, OUT OF SCHOOL YOUTH, SPECIAL PROGRAMS
THIS REPORT IS AN INDEPENDENT EVALUATION OF THE COLLEGE ADAPTER PROGRAM, A PROJECT THAT PROVIDES NEW YORK CITY OUT-OF-SCHOOL STUDENTS AND SELECTED MANPOWER TRAINEES WITH A SPECIAL PROGRAM ON ENRICHMENT SERVICES AS A MEANS OF QUALIFYING THEM FOR COLLEGE ENTRANCE. THE EVALUATION CONCLUDED THAT THE PROGRAM IS SUCCESSFUL, ANALYZES THE REASONS FOR ITS EFFECTIVENESS, AND CONTAINS RECOMMENDATIONS FOR INCREASING ITS EFFICIENCY. (AUTHOR)
ERIC: ED074970 U.S. DEPARTMENT OF COMMERCE, NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (HC-$3.00; MF-$1.45; PB-203-524)

1623 EVALUATION STUDY OF JOB DEVELOPMENT IN STANDARD METROPOLITAN STATISTICAL AREAS, VOLUME I OF II. FINAL REPORT. 14 SEP 72
BOOZ, ALLEN PUBLIC ADMINISTRATION SERVICES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
CONTRACT NO. 364
NOTES: MICROFICHE FILED BY PB 213 243.
PROGRAM EVALUATION, EMPLOYMENT PROGRAMS, JOB DEVELOPMENT, MANPOWER UTILIZATION, POST SECONDARY EDUCATION, MANPOWER DEVELOPMENT, MANAGEMENT SYSTEMS, MANAGEMENT DEVELOPMENT, EMPLOYMENT PROBLEMS, EMPLOYER EMPLOYEE RELATIONSHIP, VOCATIONAL ADJUSTMENT, METROPOLITAN AREAS, SUCCESS FACTORS, PROGRAM EFFECTIVENESS
THIS REPORT IS ONE OF TWO EVALUATING JOB DEVELOPMENT ACTIVITIES BEING CARRIED ON IN 16 METROPOLITAN AREAS. PROGRAMMATIC ACTIVITIES BEING EXPLORED INCLUDE THOSE OF (1) THE CONCENTRATED EMPLOYMENT PROGRAM, (2) THE WORK INCENTIVE PROGRAM, (3) JOB OPPORTUNITIES IN THE BUSINESS SECTOR, (4) MDTA INSTITUTIONAL PROGRAM, (5) THE EMPLOYMENT SERVICE PROGRAM, AND (6) JOB CORPS. ANALYZED ARE THE VIABILITY AND EFFECTIVENESS OF CURRENT JOB DEVELOPMENT SYSTEMS, REASONS WHY SOME SYSTEMS ARE MORE EFFECTIVE THAN OTHERS, MAJOR PROBLEMS INHIBITING THE SUCCESS OF JOB DEVELOPMENT, BEST WAYS OF REACHING EMPLOYERS, BASIC IMPROVEMENTS NEEDED IN THE SYSTEMS, AND THE BEST COMPOSITION OF A SUCCESSFUL JOB DEVELOPMENT SYSTEM. PERSONAL INTERVIEWS WITH OVER 2,000 PERSONS AND ADMINISTRATIVE AND PROGRAM REPORTS IN THE 16 AREAS FORMED THE DATA BASE FOR THIS EVALUATIVE ASSESSMENT. A SECOND REPORT, MENTIONED ABOVE, IS AVAILABLE IN THIS ISSUE AS VT 020 232. (AUTHOR/SN)
AIM/ARM: VT020233 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 243, MF $.95, HC $6.00)

1624 EVALUATION STUDY OF JOB DEVELOPMENT IN STANDARD METROPOLITAN STATISTICAL AREAS, VOLUME II OF II. FINAL REPORT. 14 SEP 72
BOOZ, ALLEN PUBLIC ADMINISTRATION SERVICES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 140P.
DATA ANALYSIS, EMPLOYMENT PROGRAMS, JOB DEVELOPMENT, METROPOLITAN AREAS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STATISTICAL DATA
THE SECOND PART OF A 2-PART REPORT ON JOB DEVELOPMENT IN SELECTED METROPOLITAN AREAS, THIS DOCUMENT CONTAINS AN OVERVIEW OF THE METHODOLOGICAL APPROACH TO THE STUDY AS WELL

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1624 AS SURVEY COVERAGE, PROCEDURES FOLLOWED, AND DEVELOPMENT OF THE SURVEY INSTRUMENTS. APPENDIXES CONTAIN ABSTRACTS OF THE LITERATURE REVIEWED DURING THE STUDY AND COPIES OF THE SURVEY INSTRUMENTS. THE FIRST PART OF THE REPORT IS AVAILABLE IN THIS ISSUE AS VT 020 233. (AUTHOR)
ERIC: ED076841 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 244, MF $0.95, HC $3.00)

1625 EVALUATION STUDY OF THE POSTAL ACADEMY PROGRAM. NOV 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 89P.
BASIC SKILLS, DISADVANTAGED YOUTH, DROPOUTS, ENROLLMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, POSTAL ACADEMY PROGRAM
THE POSTAL ACADEMY PROGRAM WAS DESIGNED IN LATE 1969 TO PROVIDE BASIC EDUCATION SKILLS AND JOB OPPORTUNITIES FOR DISADVANTAGED SCHOOL DROPOUTS AND TO GIVE EDUCATIONAL HELP TO POSTAL EMPLOYEES WHO WERE UNABLE TO QUALIFY FOR ADVANCEMENT. TO DETERMINE THE EFFECTIVENESS OF THE PROGRAM, THIS STUDY SOUGHT TO (1) IDENTIFY CHANGES IN THE STUDENTS ACADEMIC ACHIEVEMENT AND MOTIVATION, (2) ASSESS THE EFFECT OF THE PROGRAM ON THE STUDENTS EMPLOYMENT POTENTIAL, (3) DETERMINE THE VALUE OF STAFF DEVELOPMENT EFFORTS, (4) DETERMINE THE EXTENT TO WHICH POSTAL ACADEMIES ARE INVOLVED IN COMMUNITY AFFAIRS, AND (5) IDENTIFY CHARACTERISTICS OF INDIVIDUALS SERVED BY THE PROGRAM. BASED ON INFORMATION COLLECTED FROM FIELD VISITS, INTERVIEWS, AND PERSONAL FILES, SEVERAL FINDINGS AND RECOMMENDATIONS WERE STATED. AMONG THE FINDINGS WERE (1) THE POSTAL ACADEMY HAD ENROLLED A CUMULATIVE TOTAL OF 1,644 STUDENTS AS OF THE END OF THE THIRD TERM IN JUNE 1971, (2) A LITTLE MORE THAN HALF OF THE CURRENT ENROLLEES ARE MALE, (3) THE OBJECTIVE OF EDUCATING AND MOTIVATING DISADVANTAGED SCHOOL DROPOUTS IS BEING ACHIEVED, AND (4) THE OBJECTIVE OF UPGRADING LOWER-LEVEL POSTAL EMPLOYEES WAS NOT ACHIEVED, WHICH LED TO THIS PART OF THE PROGRAM BEING DISCONTINUED. (JS)
ERIC: ED066567

1626 AN EVALUATION SYSTEM TO SUPPORT PLANNING, ALLOCATION AND CONTROL IN A DECENTRALIZED, COMPREHENSIVE MANPOWER PROGRAM. FINAL REPORT. MAR 71
SCANLON, JOHN W.;AND OTHERS
URBAN INST., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 234P.
EVALUATION CRITERIA, EVALUATION METHODS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, PROGRAM PLANNING
THIS REPORT PRESENTS THE RESULTS OF A STUDY TO DESIGN THE APPROPRIATE EVALUATION SYSTEM NEEDED AT THE DEPARTMENT OF LABOR FOR DECENTRALIZED OPERATION OF A COMPREHENSIVE MANPOWER PROGRAM. IT COVERS NOT ONLY THE PRIORITY EVALUATIONS NEEDED AND THE METHODS OF PERFORMING THEM, BUT ALSO CHANGES REQUIRED IN PLANNING, REPORTING, AND ADMINISTRATION IN ORDER TO MAKE THE EVALUATION SYSTEM EFFECTIVE. AN EXAMINATION OF THE DIFFERENT MEASURES THAT MIGHT BE USED, A DIGEST OF THE PROPOSED LEGISLATION CONSIDERED, AND A RECOMMENDED ASSIGNMENT OF RESPONSIBILITY FOR THE SYSTEM WITHIN THE DEPARTMENT ARE INCLUDED. (AUTHOR)
ERIC: ED052346 NATIONAL TECHNICAL INFORMATION SERCICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 198514, MF $0.95: SEE CATALOG FOR HARD COPY PRICE)

1627 EVALUATIONS OF THE WAR ON POVERTY THE FEASIBILITY OF BENEFIT-COST ANALYSIS FOR MANPOWER PROGRAMS MAR 69
RESOURCE MANAGEMENT ORP., BETHESDA, MD.
CONTRACT NO. GA-654
NOTES: 167P
FEDERAL BUDGET, MANPOWER STUDIES, ETHNIC GROUPS, EVALUATION, BENEFIT COST ANALYSIS, POVERTY, NEIGHBORHOOD YOUTH CORPS, JOB CORPS
THE DOCUMENT INVESTIGATES THE FEASIBILITY OF APPLYING BENEFIT-COST ANALYSIS TO ANTI-POVERTY PROGRAMS AND TO DEMONSTRATE THE STRENGTHS AND WEAKNESSES OF THAT TECHNIQUE THROUGH APPLICATION TO SPECIFIC PROGRAMS. THE RELEVANCE OF SUCH A STUDY DERIVES FROM THE INCREASED PRESSURES ON GOVERNMENT AGENCIES TO JUSTIFY THEIR PROGRAMS AND THE INCREASED USE OF BENEFIT-COST ANALYSIS FOR THIS PURPOSE. THE PAPER PRESENTS THE RESULTS OF AN ATTEMPT TO EVALUATE THE NEIGHBORHOOD YOUTH CORPS-OUT OF SCHOOL AND JOB CORPS PROGRAMS THROUGH A BENEFIT-COST ANALYSIS. (AUTHOR)
NTIS: PB-183 335 CFSTI PRICES PC$6.00 MF$0.95

1628 EVALUATIONS OF THE WAR ON POVERTY ECONOMICS OF POVERTY. APR 69
HEDRICK, JAMES L.
RESOURCE MANAGEMENT CORP., BETHESDA, MD. GENERAL ACCOUNTING OFFICE, WASHINGTON, D.C.
NOTES: 185P.
ECONOMIC DISADVANTAGEMENT, EMPLOYMENT PROGRAMS, EVALUATION METHODS, FEDERAL PROGRAMS, GUARANTEED INCOME, POVERTY PROGRAMS, PROGRAM EVALUATION, PUBLIC POLICY, SOCIAL PROBLEMS, WELFARE SERVICES
THIS REPORT PROVIDES AN OVERVIEW OF THE POVERTY PROBLEM AND POSSIBLE SOLUTIONS. THE AVAILABLE STATISTICS AND THEIR LIMITATIONS ARE SUMMARIZED. THE COMPLEMENTARY ROLES OF INCOME-MAINTENANCE AND EMPLOYMENT POLICIES ARE DISCUSSED. BECAUSE EMPLOYMENT POLICIES ARE LIMITED TO THOSE WHO CAN BE MADE EMPLOYABLE, THE REPORT CONCLUDES THAT LIBERAL CHANGES IN INCOME-MAINTENANCE POLICIES, SUCH AS INCREASES IN PUBLIC ASSISTANCE, OR SOME TYPE OF NEGATIVE INCOME TAX, WILL BE REQUIRED TO DECREASE POVERTY SIGNIFICANTLY. A DISCUSSION OF BENEFIT-COST ANALYSIS AND OTHER METHODS OF POVERTY PROGRAM ANALYSIS IS

(CONT.)
1628 INCLUDED. AN EXTENSIVE BIBLIOGRAPHY IS APPENDED. THIS REPORT IS PART OF A SERIES AVAILABLE AS ED 041 979 AND VT 014 297-014 300. (BH)
ERIC: ED057224 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 183 769, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

1629 EVALUATIONS OF THE WAR ON POVERTY STATUS AND PROSPECTS AT THE OFFICE OF ECONOMIC OPPORTUNITY. 11 MAR 69
GROSSE, ROBERT N.;AND OTHERS
RESOURCE MANAGEMENT CORP., BETHESDA, MD. GENERAL ACCOUNTING OFFICE, WASHINGTON, D.C.
NOTES: 263P.
ADULT VOCATIONAL EDUCATION, EMPLOYMENT PROGRAMS, EVALUATION METHODS, EVALUATION NEEDS, FEDERAL PROGRAMS, ON THE JOB TRAINING, POVERTY PROGRAMS, PROGRAM EVALUATION, OEO, OFFICE OF ECONOMIC OPPORTUNITY
THIS REPORT EXAMINES THE QUALITY AND RIGOR OF EVALUATION PRACTICES AT THE OFFICE OF ECONOMIC OPPORTUNITY (OEO), AND THE EXTENT TO WHICH EVALUATION RESULTS HAVE INFLUENCED PROGRAM DESIGN AND OPERATION. BECAUSE OF THE INNOVATIVE NATURE OF THE PROGRAMS, AND A RESULTING LACK OF RELIABLE DATA, PAST ATTEMPTS AT COMPREHENSIVE EVALUATION HAVE BEEN SOMEWHAT UNSUCCESSFUL. A CURRENT SERIES OF EVALUATIONS IS ATTEMPTING TO OVERCOME EARLIER SHORTCOMINGS. SUMMARIES OF CASE STUDIES OF EVALUATIONS PRACTICES IN EIGHT PROGRAMS ARE PRESENTED (1) HEAD START, (2) VISTA, (3) NEIGHBORHOOD HEALTH CENTERS, (4) ADULT BASIC EDUCATION, (5) UPWARD BOUND, (6) NEIGHBORHOOD YOUTH CORPS (OUT OF SCHOOL), (7) JOB CORPS, AND (8) LEGAL SERVICES. FUTURE INSTITUTIONAL AND ORGANIZATIONAL CHANGES IN OEO ARE PROJECTED. THE STUDY CONCLUDES THAT THE PAYOFF FROM COMPREHENSIVE EVALUATION OF PROGRAM-WIDE IMPACT IS GREAT ENOUGH TO JUSTIFY THE HIGH COST AND DIFFICULTIES INVOLVED. THIS REPORT IS PART OF A SERIES AVAILABLE AS ED 041 979 AND VT 014 297-014 300. (BH)
ERIC: ED057223 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 183 302, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

1630 EVALUATIONS OF THE WAR ON POVERTY: THE FEASIBILITY OF BENEFIT-COST ANALYSIS FOR MANPOWER PROGRAMS. MAR 69
WOLTMAN, HARRY R.;WALTON, WILLIAM W.
RESOURCE MANAGEMENT CORP., BETHESDA, MD. GENERAL ACCOUNTING OFFICE, WASHINGTON, D.C.
NOTES: 167P.
ADULT VOCATIONAL EDUCATION, COST EFFECTIVENESS, DISADVANTAGED YOUTH, FEASIBILITY STUDIES, FEDERAL PROGRAMS, ON THE JOB TRAINING, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, NYC
TO INVESTIGATE THE FEASIBILITY OF APPLYING BENEFIT-COST ANALYSIS TO POVERTY PROGRAMS, PARTICIPANTS IN JOB CORPS AND NEIGHBORHOOD YOUTH CORPS OUT OF SCHOOL PROGRAMS WERE SURVEYED. PROGRAM PARTICIPANTS WERE COMPARED WITH CONTROL GROUPS OF ACCEPTED APPLICANTS WHO DID NOT SHOW UP FOR ENROLLMENT. PROGRAM EFFECTS WERE MEASURED IN TERMS OF ECONOMIC AND SOCIAL IMPROVEMENT, AND BENEFITS WERE EXTRAPOLATED INTO A LIFETIME BENEFIT STREAM. ALTHOUGH HIGH BENEFIT-COST RATIOS WERE FOUND FOR NYC AND EXTREMELY LOW RATIOS WERE FOUND FOR THE JOB CORPS, NEITHER CAN BE SHOWN TO BE STATISTICALLY VALID. IMPROVEMENTS IN EMPLOYMENT WERE NOT DEMONSTRATED FOR EITHER PROGRAM, ALTHOUGH THERE MAY HAVE BEEN A SLIGHT IMPROVEMENT IN WAGES FOR THOSE WHO WERE WORKING. PROJECTING THESE UNCERTAIN EFFECTS INTO LIFETIME BENEFITS INCREASES THE UNCERTAINTY. A STANDARD EVALUATION FORMAT AND PROCEDURE FOR MANPOWER PROGRAMS IS RECOMMENDED. THIS DOCUMENT IS PART OF A SERIES AVAILABLE AS ED 041 979 AND VT 014 297-014 300. (BH)
ERIC: ED057226 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 183 305, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

1631 EVALUATIVE REPORT ON PHASE II OF THE SECONDARY SCHOOLS PROJECT FOR AN INTRODUCTION TO THE ALLIED HEALTH PROFESSIONS. SEP 72
FIELSTRA, CLARENCE;CHRISPIN, BARBARA ROSENQUIST
CALIFORNIA UNIV., LOS ANGELES. DIV. OF VOCATIONAL EDUCATION. CALIFORNIA STATE DEPT. OF EDUCATION, SACRAMENTO. BUREAU OF INDUSTRIAL EDUCATION.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF COMPREHENSIVE AND VOCATIONAL EDUCATION RESEARCH.
NOTES: 100P.
CLINICAL EXPERIENCE, DEMONSTRATION PROGRAMS, DROPOUT PREVENTION, HEALTH OCCUPATIONS EDUCATION, HOSPITALS, OCCUPATIONAL CLUSTERS, PILOT PROJECTS, PROGRAM EVALUATION, SECONDARY GRADES, VOCATIONAL COUNSELING, WORK EXPERIENCE PROGRAMS, CALIFORNIA
THE MOST DIFFICULT PROBLEM TO BE SOLVED BY THIS DEMONSTRATION PROJECT WAS THE HIGH DROPOUT RATE IN THE TARGET SCHOOLS. MORE THAN HALF OF THE STUDENTS ROUTINELY DROPPED OUT IN THE TENTH GRADE, LEADING TO THE DECISION TO START THE PROGRAM AT THAT LEVEL IN AN EFFORT TO HOLD POTENTIAL DROPOUTS BY STIMULATING THEIR INTEREST IN HEALTH-CARE OCCUPATIONS. THE KEY TO THE DEMONSTRATED SUCCESS OF THIS EFFORT WAS GETTING THE STUDENTS INTO HOSPITALS THE FIRST WEEK OF SCHOOL FOR ORIENTATION TO THE INSTITUTIONS, GRADUALLY WORKING INTO REAL LIFE TASK PERFORMANCE IN THE HOSPITAL ENVIRONMENT. ACADEMIC CREDIT WAS GIVEN BY THE SCHOOL FOR THE WORK EXPERIENCE, AND AS AN INCENTIVE TO PARTICIPATE A STIPEND OF FIFTEEN DOLLARS A WEEK WAS PAID FROM PROJECT FUNDS TO EACH STUDENT INVOLVED IN THE WORK EXPERIENCE PHASE OF THE PROGRAM. AS THE PROGRAM STARTS ITS THIRD YEAR, MOST OF THE STUDENTS HAVE BEEN PLACED IN PART-TIME HOSPITAL JOBS, WHERE THEIR TRAINING WILL CONTINUE. IN EVERY INSTANCE THEY WILL LEAVE HIGH SCHOOL WITH SALABLE SKILLS QUALIFYING THEM FOR AT LEAST AN ENTRY LEVEL HOSPITAL JOB OR FOR COLLEGE CREDIT FOR WORK ALREADY ACCOMPLISHED. REACTIONS TO AND RATINGS OF THE PROGRAM BY THE HOSPITALS, THE STUDENTS, THEIR PARENTS, AND THE PROJECT DIRECTOR WERE ALL GENERALLY QUITE FAVORABLE. RECOMMENDATIONS FOR IMPROVEMENTS ARE INCLUDED IN THE REPORT. A RELATED DOCUMENT IS AVAILABLE AS ED 064 474. (MF)
ERIC: ED075669

1632 EVERY LIBRARIAN A MANAGER: PROCEEDINGS OF A CONFERENCE. SEP 74
PURDUE UNIV., LAFAYETTE, IND. LIBRARIES AND AUDIO-VISUAL CENTER.; SPECIAL LIBRARIES ASSOCIATION, LAFAYETTE, IND. INDIANA CHAPTER.
NOTES: 85P.
ADMINISTRATIVE ORGANIZATION, ADMINISTRATOR CHARACTERISTICS, CONFERENCE REPORTS, DECISION MAKING SKILLS, EMPLOYER EMPLOYEE RELATIONSHIP, GROUP DYNAMICS, GUIDELINES, INSTITUTES (TRAINING PROGRAMS), LEADERSHIP STYLES, LIBRARIANS, LIBRARIES, MANAGEMENT DEVELOPMENT, ORGANIZATIONAL CHANGE, PROBLEM SOLVING, RATING SCALES, SELF EVALUATION, SPECIAL LIBRARIES, WORKING WOMEN, LIBRARY ADMINISTRATION, NOMINAL GROUP TECHNIQUE, PARTICIPATIVE MANAGEMENT
ONE HUNDRED AND THIRTEEN LIBRARIANS ATTENDED A MANAGEMENT CONFERENCE AND WORKSHOP AT PURDUE UNIVERSITY ON SEPTEMBER 27-28, 1974. THE OBJECTIVES OF THE CONFERENCE WERE TO MOTIVATE AND TO STIMULATE THOUGHT AND DISCUSSION ABOUT MANAGERIAL STYLE AND MANAGEMENT RESPONSIBILITIES. THE FIRST FORMAL SESSION OF THE CONFERENCE, ENTITLED WHAT KIND OF MANAGER ARE YOU, DEALT WITH THE ROLE OF MANAGEMENT IN GENERAL AND IN LIBRARIES AND DESCRIBED FOUR DISTINCT MANAGEMENT STYLES. A SELF-ASSESSMENT EXERCISE ON MANAGERIAL AND INTERPERSONAL STYLE WAS PRESENTED. SESSION TWO CONCERNED DECISION-MAKING FOR MANAGERS. THE NORMAL DECISION MAKING TECHNIQUE FOR SMALL GROUP IDEA GENERATION AND PRIORITY SETTING WAS DESCRIBED AND UTILIZED IN WORKSHOPS. THE THIRD SESSION DISCUSSED THE ROLES AND PROBLEMS OF WOMEN IN MANAGEMENT. FINALLY, LIBRARY ORGANIZATION AND LIBRARIES IN ORGANIZATIONS WERE EXAMINED, STRESSING THE IMPORTANCE OF KNOWLEDGE OF THE LIBRARYS ENVIRONMENT AS IT AFFECTS THE LIBRARYS GOALS, AND THE PROBLEMS OF CHANGING ENVIRONMENT AND GOALS. TO EVALUATE THE CONFERENCE, A QUESTIONNAIRE WAS SENT ONE MONTH LATER TO A RANDOM SELECTION OF PARTICIPANTS. APPENDIXES INCLUDE THE QUESTIONNAIRE, A SUMMARY OF ITS RESULTS, AND A LIST OF CONFERENCE PARTICIPANTS. (AUTHOR/SL)
ERIC: ED105875 MIRIAM DRAKE, LIBRARY OFFICES, 363 STEWART CENTER, PURDUE UNIVERSITY, WEST LAFAYETTE, INDIANA 47907 ($7.00, CHECK MADE PAYABLE TO INDIANA CHAPTER, SPECIAL LIBRARY ASSOCIATION)

1633 EVERYTHING YOU ALWAYS WANTED TO KNOW ETC. MAR 74
MANPOWER;6;3;10-2
DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT, PROBLEM SOLVING, MANUALS, EMPLOYERS, EMPLOYER ATTITUDES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES
THE HANDBOOK OF INFORMATION RELEVANT TO MANPOWER ANGENCIES IS DESCRIBED. IT IS DESIGNED TO HELP MANPOWER PERSONNEL WHO WORK DIRECTLY WITH EMPLOYERS AND THE DISADVANTAGED TO RESOLVE THE MANY CONFLICTS THEY ENCOUNTER IN THEIR WORK, BUT IT CAN ALSO BE USED FOR STAFF TRAINING. (SA)
ERIC: EJ097396

1634 EVERYTHING YOU EVER WANTED TO KNOW ABOUT MANPOWER. 73
NATIONAL ASSOCIATION OF COUNTIES, WASHINGTON, D.C. RESEARCH FOUNDATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 36P.
COOPERATIVE PLANNING, COORDINATION, EVALUATION TECHNIQUES, FEDERAL AID, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FLOW CHARTS, MANAGEMENT DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PERFORMANCE CRITERIA, PERFORMANCE SPECIFICATIONS, PROGRAM PLANNING, REGIONAL PLANNING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973
A BRIEF GUIDE TO THE NEW PROFESSION OF MANPOWER PLANNING (THE ALLOCATION OF VERY LIMITED RESOURCES FOR THE DELIVERY OF A WIDE RANGE OF POSSIBLE SERVICES), THIS REPORT CONTAINS INFORMATION ABOUT THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA) AND SERVES AS AN OUTLINE, OR PLANNERS PRIMER, FOR MANPOWER PLANNING. ELIGIBILITY FOR CETA, THE SERVICES OFFERED, AND FORBIDDEN ACTIVITIES UNDER THE 1973 ACT ARE DISCUSSED. THE PLANNERS PRIMER COVERS TOPICS SUCH AS PROBLEM ANALYSIS, THE PLANNERS STAFF AND ITS RESPONSIBILITIES, DEVELOPING A PLAN, CHARTER FOR MULTI-COUNTY CONSORTIA (COUNTIES BANDING TOGETHER WITH A CHARTER DETAILING ORGANIZATION AND DUTIES), MANPOWER DELIVERY, A MANPOWER PLANNING EVALUATION FORMULA, A LIST OF PLANNING SOURCES, A LOGICAL SEQUENCE OF PLANNING STEPS, AND A THREE-YEAR STAFF OUTPUT SCHEDULE. FLOWCHARTS ARE INCLUDED. (NH)
ERIC: ED095361

1635 THE EVILS OF OCCUPATIONAL UPGRADING 70 FEB
DYKSTRA, JOHN W.
SCH SOC;98;2323;98-100
CURRICULUM DESIGN, EMPLOYMENT QUALIFICATIONS, HIGHER EDUCATION, RELEVANCE (EDUCATION), VOCATIONAL EDUCATION
OCCUPATIONAL UPGRADING HAS RESULTED IN MEANINGLESS EDUCATIONAL REQUIREMENTS FOR MANY PROFESSIONS, SUCH AS NURSING AND FLYING. PROPONENTS OF IMPRACTICAL CURRICULUM REQUIREMENTS CLAIM THAT LITERATURE AND ART COURSES TEACH ONE TO THINK. (CK)
ERIC: EJ016601

1636 THE EVOLUTION OF AN EXPERIMENTAL FORMAT FOR TRAINING MANPOWER PERSONNEL. 23 MAR 70
BECK, ARIADNE P.;KNOPF, NORTON B.
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, WASHINGTON, D.C.; CHICAGO UNIV., ILL.
NOTES: 10P.; PAPER PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, NEW ORLEANS, LOUISIANA, MARCH 23-26, 1970
ADULT COUNSELING, CULTURALLY DISADVANTAGED, EMPLOYMENT COUNSELORS, EMPLOYMENT SERVICES, LOWER CLASS, MANPOWER DEVELOPMENT, MIDDLE CLASS VALUES, MINORITY GROUPS, OFF THE JOB TRAINING
PROGRAMS AND EXPERIENCES IN UNIVERSITY TRAINING OF MANPOWER PERSONNEL FOR WORK WITH

(CONT.)

1636 LOWER CLASS MINORITY GROUPS ARE EVALUATED. THE CONCLUSIONS FOCUS ON PROBLEMS THAT LEAD TO LIMITED IMPLEMENTATION OF NEW IDEAS AND SKILLS BY TRAINEES WHEN THEY RETURN TO THEIR JOBS. PRIMARY AMONG THESE ARE (1) LIMITATIONS DUE TO CHARACTERISTICS OF TRAINEES; (2) LIMITATIONS DUE TO THE ORGANIZATIONAL STRUCTURE AND VALUES OF EMPLOYMENT SERVICE (ES) AS A SYSTEM; AND (3) LIMITATIONS DUE TO THE ATTITUDES AND SKILLS OF THE UNIVERSITY STAFF AND THE FORMAT OF TRAINING. THE TRAINING, IT WAS FOUND, FAILS TO COME TO GRIPS WITH THE FOLLOWING (1) APPLICATION OF THE SKILLS COVERED IN TRAINING TO THE ES CONTEXT; (2) SPECIFIC IMPLEMENTATION PROBLEMS RAISED BY INTRA-STAFF CONFLICTS; AND (3) DEEPLY INGRAINED MIDDLE CLASS ATTITUDES AS BARRIERS TO UNDERSTANDING. BASED ON THESE FINDINGS, THE UNIVERSITY OF CHICAGO CONDUCTED A TRAINING PROGRAM FOR CHICAGO AREA EMPLOYMENT SERVICE COUNSELORS WHICH DIVERGED SIGNIFICANTLY FROM PREVIOUS PROGRAMS IN ALL DEFICIENT AREAS. THE PROGRAM IS THOROUGHLY OUTLINED AND FOLLOW-UP EVALUATION DISCUSSED. (TL)
ERIC: ED039598

1637 AN EXAMINATION OF THE RELATIONSHIP BETWEEN A MEASURE OF PSYCHOLOGICAL WELL-BEING AND A MEASURE OF MANPOWER PROGRAM SUCCESS FEB 75
BLOCK, A. HARVEY
TEAM ASSOCIATES, INC., WASHINGTON, D.C. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C. OFFICE OF THE ASSISTANT SECRETARY FOR PLANNING, AND EVALUATION.
CONTRACT NO. HEW-OS-74-186
NOTES: FINAL REPT. 92P
MANPOWER PROGRAMS, DROPOUTS, JOB CORPS, NEIGHBORHOOD YOUTH CORPS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, MANPOWER DEVELOPMENT AND TRAINING ACT, NTISHEWPPE
THE RELATIONSHIP BETWEEN PSYCHOLOGICAL WELL-BEING, STAYING IN A PROGRAM AND SELF-EVALUATION OF THE PROGRAM WAS STUDIED ON 7000 ENROLLEES IN MDTA, JOBS, JOB CORPS, AND NYC. ALTHOUGH SEX, AGE, MARITAL STATUS, TYPE OF PROGRAM, AND PRIOR ARREST RECORD WERE SIGNIFICANTLY RELATED TO MEAN LENGTH OF PROGRAM STAY, PSYCHOLOGICAL WELL-BEING ALONE WAS AN EXCEPTIONALLY ACCURATE PREDICTOR OF THE PROPORTION OF ENROLLEES REMAINING IN A PROGRAM FOR ANY GIVEN LENGTH OF TIME. WITH THE PARTIAL EXCEPTION OF JOBS, THE PROGRAMS HAD LIMITED HOLDING POWER ON ENROLLEES. RACE WAS NOT RELATED TO LENGTH OF PROGRAM STAY.
NTIS: PB-240 391/3ST NTIS PRICES PC$4.75/MF$2.25

1638 EXCESSIVE UNEMPLOYMENT CREATES EXCESSIVE SUFFERING AMONG BLACKS MAR 72
MOGULL, ROBERT G.
JOURNAL OF EMPLOYMENT COUNSELING; 9:1:41-8
ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), LABOR MARKET, MINORITY GROUPS, NEGROES, UNEMPLOYMENT
ERIC: EJ052935

1639 EXCLUSIVE UNION WORK REFERRAL SYSTEMS IN THE BUILDING TRADES. 70
CICCONI, VINCENT A.; LAHNE, HERBERT J.
LABOR-MANAGEMENT SERVICES ADMINISTRATION (DOL), WASHINGTON, D. C.
NOTES: 93P.
ADMINISTRATIVE POLICY, BUILDING TRADES, CONSTRUCTION INDUSTRY, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, LABOR LEGISLATION, LABOR UNIONS, MINORITY GROUPS, REFERRAL, WORK REFERRAL SYSTEMS
WITH THE CURRENT EMPHASIS ON OPENING EMPLOYMENT OPPORTUNITIES IN THE CONSTRUCTION INDUSTRY TO MINORITY GROUPS, ATTENTION HAS BEEN FOCUSED ON THE INDUSTRYS TRADITIONAL HIRING PRACTICES. THIS STUDY HAS EXAMINED (1) THE EXTENT OF EXCLUSIVE WORK REFERRAL SYSTEMS IN THE CONSTRUCTION INDUSTRY, (2) THE PROCEDURES FOR THE OPERATION OF SUCH SYSTEMS AS PROVIDED BY KEY CONSTRUCTION INDUSTRY COLLECTIVE BARGAINING AGREEMENTS ON FILE WITH THE BUREAU OF LABOR STATISTICS, (3) THE CONSTITUTIONS OF CONSTRUCTION INDUSTRY UNIONS, AND (4) THE LEGAL STATUS OF WORK REFERRAL SYSTEMS UNDER FEDERAL LAW. IT WAS FOUND THAT EXCLUSIVE UNION WORK REFERRAL SYSTEMS ARE LEGAL PROVIDED THEY OPERATE IN A NONDISCRIMINATORY FASHION. THESE SYSTEMS ARE WIDELY USED IN THE CONSTRUCTION INDUSTRY, COVER APPROXIMATELY 1 MILLION WORKERS, AND THE UNIONS ARE ALMOST SOLELY RESPONSIBLE FOR THEIR ADMINISTRATION. MORE THAN HALF OF THE AGREEMENTS PROVIDED A GRIEVANCE PROCEDURE TO SETTLE DISPUTES INVOLVING THE WORK REFERRAL SYSTEM. (AUTHOR/GEB)
ERIC: ED054354 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (LI.2 UN3/11, 41.00)

1640 EXECUTIVE CAREER STRATEGY. 71
SCHOONMAKER, ALAN N.
CONTRACT NO. 214
CAREER EDUCATION, GUIDES, CAREER PLANNING, OCCUPATIONAL GUIDANCE, VOCATIONAL DEVELOPMENT, CAREER CHANGE, CAREER AWARENESS
THE PURPOSE OF THIS BOOK IS TO PROVIDE BETTER SOLUTIONS TO CAREER PROBLEMS WHICH FACE MODERN EXECUTIVES - WHETHER THE PROBLEM IS UNEMPLOYMENT, OBSOLESCENCE, OR VAGUE DISSATISFACTIONS. INSTEAD OF SUPPLYING SIMPLE RULES FOR REACHING THE TOP OF THE EXECUTIVE PYRAMID, THIS BOOK EXPLAINS HOW TO PLAN A CAREER SO THAT AN EXECUTIVE GETS WHAT HE REALLY WANTS. IT PROVIDES CONCRETE, PRACTICAL ADVICE THAT CAN ENABLE ONE TO UNDERSTAND AND REACH HIS CAREER GOALS. CONTENTS OF THE BOOK ARE ORGANIZED INTO THE FOLLOWING CHAPTERS (1) INTRODUCTION TO CAREER PLANNING, (2) ANALYZING YOUR GOALS, (3) ANALYZING YOUR ASSETS AND LIABILITIES, (4) ANALYZING YOUR OPPORTUNITIES, (5) PLAYING POLITICS, (6) PLANNING YOUR CAREER, (7) CHANGING JOBS, (8) APPROACHING THE MARKET, (9) CONDUCTING THE INTERVIEW, AND (10) EVALUATING OFFERS. (AUTHOR/DL)
AIM/ARM: VT100137 AMERICAN MANAGEMENT ASSN., 135 W. 50 ST., NEW YORK, NY 10020

1641 EXECUTIVE COMPENSATION 1977
CAMPBELL, D.
EXECUTIVE, JUNE 1977, P. 61-63.
COLLECTIVE BARGAINING, EARNING POWER, ECONOMICS, EXECUTIVE, EXECUTIVE COMPENSATION, INCOME, LABOR FORCE, MANAGEMENT, MIDDLE MANAGEMENT, WAGES
COMPARES INCREASES IN EARNINGS FROM 1967 TO 1976 FOR EXECUTIVES, MIDDLE MANAGERS AND THE LABOR FORCE AND THEN NOTES THE RELATIVE PURCHASING POWER.
MGMT: EXE77F0061

1642 EXECUTIVE MONITOR 1977
KETTLE, J.
EXECUTIVE, MARCH 1977, P. 9-9.
CANADA, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, EXPORT, INCOME, INDEX, UNEMPLOYMENT
FOUR ECONOMIC INDEXES SCAN THE CANADIAN BUSINESS ENVIRONMENT AS TO SOCIAL, POLITICAL OR ECONOMIC ACTIVITY OVER THE LAST TWELVE QUARTERS. UNINTERRUPTED, THE INDEXES SHOW THE RESULTS OF THESE TRENDS OVER THE FOLLOWING EIGHT QUARTERS.
MGMT: EXE77C0008

1643 EXECUTIVE MONITOR-PRODUCTIVITY INDEX 1976
KETTLE, J.
EXECUTIVE, VOL.18, NO.9, SEPT 1976, P. 8-9.
ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, EXPORT, GNP, GOVERNMENT INTERVENTION, INDEX, MANUFACTURING, PRODUCTION, PRODUCTIVITY, RECESSION, SERVICE INDUSTRY, UNEMPLOYMENT
OUTPUT IN PRIMARY AND SECONDARY INDUSTRIES SUFFERED IN THE RECESSION BUT IN THE SERVICE INDUSTRIES ITS PROGRESS HARDLY FALTERED AT ALL. A SOCIAL DEMAND FOR EMPLOYMENT IS ONE CAUSE OF THE DROP IN PRODUCTIVITY.
MGMT: EXE76I0008

1644 AN EXECUTIVE SUMMARY OF FLUE-CURED TOBACCO HARVEST LABOR ITS CHARACTERISTICS AND VULNERABILITY TO MECHANIZATION JUN 77
HOOVER, DALE M.;PERKINSON, LEON B.
NORTH CAROLINA STATE UNIV. AT RALEIGH. DEPT. OF ECONOMICS AND BUSINESS.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
CONTRACT NO. DLMA-21-37-73-25
NOTES: FINAL REPT. 1972-77 16P
TOBACCO PLANTS, HARVESTING, MANPOWER, AGRICULTURAL ECONOMICS, FLUE CURED TOBACCO, LABOR FORCE, NTISLABPEU
THE COMPOSITION OF THE 1972 FLUE-CURED TOBACCO HARVEST WORK FORCE IN AN EIGHT-COUNTY AREA OF EASTERN NORTH CAROLINA WAS DETERMINED FROM A SAMPLE SURVEY OF HOUSEHOLDS. THE NONHARVEST EMPLOYMENT AND EARNINGS OF INDIVIDUALS AND HOUSEHOLDS WAS ALSO DETERMINED. U.S. DEPARTMENT OF AGRICULTURE ESTIMATES OF AGGREGATE LABOR DISPLACEMENT EXPECTED TO ARISE FROM ADOPTION OF BULK CURERS AND MECHANICAL HARVESTERS WERE APPLIED TO THE WORK FORCE OF THE STUDY AREA TO ESTIMATE THE IMPACT ON THE EARNINGS OF INDIVIDUALS AND THE INCOME OF HOUSEHOLDS. ADJUSTMENTS TO THE ESTIMATED REDUCTION IN EMPLOYMENT WERE SIMULATED. THE EFFECT OF A REDUCTION IN THE DEMAND FOR TOBACCO WAS ALSO ANALYZED. THE BELT-WIDE IMPACT OF MECHANIZATION WAS ESTIMATED FOR THE ANALYSIS OF THE EIGHT-COUNTY AREA.
NTIS: PB-273 891/2ST NTIS PRICES PC A02/MF A01

1645 AN EXERCISE IN THE RECLAMATION OF HUMAN RESOURCES A STUDY OF MANPOWER DEVELOPMENT W 73
THORPE, CLAIBURNE B.
JOURNAL OF NEGRO EDUCATION;42:1:11-18
ADULT VOCATIONAL EDUCATION, ADULTS, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, HUMAN RESOURCES, MANPOWER DEVELOPMENT, VOCATIONAL RETRAINING, VOCATIONAL TRAINING CENTERS, YOUNG ADULTS, NORTH CAROLINA
ERIC: EJ074304

1646 AN EXPANDED PROGRAM OF VOCATIONAL REHABILITATION METHODOLOGY AND DESCRIPTIONS OF CLIENT POPULATION. 70
WRIGHT, GEORGE N.;AND OTHERS
WISCONSIN UNIV., MADISON. REGIONAL REHABILITATION RESEARCH INST. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 59P.; WISCONSIN STUDIES IN VOCATIONAL REHABILITATION, MONOGRAPH XI, SERIES 2
CULTURALLY DISADVANTAGED, CULTURAL FACTORS, CULTURALLY DISADVANTAGED, DISADVANTAGED GROUPS, EMPLOYMENT QUALIFICATIONS, INNOVATION, JOB SKILLS, SOCIALLY DISADVANTAGED, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL FOLLOWUP, VOCATIONAL REHABILITATION, VOCATIONAL RETRAINING
THE PURPOSES OF THIS REPORT ARE TO PROVIDE (1) AN OVERVIEW OF THE WOOD COUNTY, WISCONSIN PROJECT METHODOLOGY, INCLUDING A DESCRIPTION OF THE EXPERIMENTAL AND CONTROL AREAS, THE RESEARCH DESIGN, AND THE INSTRUMENTATION USED TO ASSESS THE IMPACT OF SERVICES; AND (2) A DESCRIPTION OF THE CLIENT POPULATIONS IN TERMS OF SELECTED PRE-REHABILITATION DEMOGRAPHIC VARIABLES AND OTHER INFORMATION. THIS PROJECT IS THE FIRST LARGE-SCALE ATTEMPT TO EXAMINE THE FEASIBILITY OF AND GUIDELINES FOR THE EXPANSION OF REHABILITATION TO SERVE NOT ONLY THE MEDICALLY DISABLED BUT ALSO THE CULTURALLY DISADVANTAGED. IT WAS DISCOVERED THAT CERTAIN CHARACTERISTICS DIFFERENTIATED THE CULTURALLY DISADVANTAGED CLIENTS FROM OTHER SUBGROUPS (1) SEX; (2) AGE; (3) SOURCE OF

(CONT.)
1646 REFERRAL; (4) MARITAL STATUS; (5) ONSET OF DISABILITY; (6) AUTOMOBILE LICENSING AND POSSESSION; (7) EMPLOYMENT STATUS; (8) HIGHEST GRADE COMPLETED; AND (9) EDUCATIONAL ACHIEVEMENT. (TL)
ERIC: ED046012 GEORGE N. WRIGHT, UNIVERSITY OF WISCONSIN, REGIONAL REHABILITATION RESEARCH INSTITUTE, MASTER HALL, 415 WEST GILMAN STREET, MADISON, WISCONSIN 53706. (NO PRICE IS QUOTED)

1647 EXPANDING EMPLOYMENT IN A PLURALISTIC ECONOMY, SEMINAR ON MANPOWER POLICY AND PROGRAM (OCTOBER 1966). OCT66
GINZBERG, ELI [AND OTHERS]
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 40P.
BUSINESS, ECONOMIC FACTORS, ECONOMIC PROGRESS, ECONOMICS, EMPLOYMENT, EXPENDITURES, GOVERNMENT (ADMINISTRATIVE BODY), LABOR ECONOMICS, MANPOWER DEVELOPMENT, MODELS
THE PROPOSITION WAS THAT THE CONVENTIONAL MODEL USED FOR OUR AMERICAN ECONOMY IS FUNDAMENTALLY FAULTY BECAUSE IT ASCRIBES TO THE PRIVATE PROFIT-SEEKING SECTOR THE BASIC DYNAMISM FOR AMERICAN ECONOMIC DEVELOPMENT. HOWEVER, THE NOT-FOR-PROFIT SECTOR, WHICH INCLUDES NONPROFIT INSTITUTIONS AND GOVERNMENT, ACCOUNTED FOR AT LEAST 27 PERCENT OF THE GROSS NATIONAL PRODUCT IN 1963. GOVERNMENTAL AND NONPROFIT INSTITUTIONS ARE BEING TRANSFORMED INTO ENTREPRENEURIAL STRUCTURES. THEY PLAY A CRITICAL ROLE IN THE DEVELOPMENT OF TRAINED MANPOWER SUCH AS PHYSICIANS, LAWYERS, ECONOMISTS, ENGINEERS, AND CHEMISTS. ECONOMIC ACTIVITIES IN NONPROFIT INSTITUTIONS AND GOVERNMENT HAVE SIGNIFICANT ECONOMIC EFFECTS ON PRIVATE ENTERPRISE IN UNDERTAKINGS SUCH AS URBAN RENEWAL, AND NUCLEAR POWER AND PRIVATE REGIONAL DEVELOPMENT. FISCAL AND MONETARY ARRANGEMENTS CAN CONTRIBUTE GREATLY TO PROVIDING NEEDED JOBS, BUT NEW ENTERPRISES, NEW PRODUCTS, AND NEW SERVICES ARE NEEDED. INNOVATION AND ENTERPRISE IN THE NOT-FOR-PROFIT SECTOR ARE THE PRECONDITIONS FOR EXPANDING EMPLOYMENT. BETTER SOCIAL INSTRUMENTS FOR MANPOWER ANALYSIS AND TRAINING ARE NECESSARY TO INSURE THAT MANPOWER SUPPLIES ARE IN REASONABLE BALANCE WITH NEEDS. SINCE TWO-THIRDS OF ALL OUR EMPLOYMENT TODAY IS IN THE SERVICE SECTOR WHICH IS HEAVILY ANCHORED IN THE NOT-FOR-PROFIT SECTOR, IT IS IMPORTANT TO EVOLVE A WAY FOR THE MARKET SYSTEM TO WORK BETTER IN THIS AREA. A GROUP DISCUSSION OF THE SPEECH, MODERATED BY HOWARD ROSEN, IS INCLUDED. THIS SPEECH WAS PRESENTED AT THE SEMINAR ON MANPOWER POLICY AND PROGRAM (WASHINGTON, OCTOBER 7, 1966). COPIES OF THIS DOCUMENT ARE AVAILABLE FROM MANPOWER ADMINISTRATION, OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20210. (ET)
ERIC: ED015279

1648 THE EXPANDING ROLE OF THE PERSONNEL FUNCTION 1975
FOULKES, F.K.
HARVARD BUSINESS REVIEW, VOL.53, NO.2, MARCH/APRIL 1975, P. 71-84. BIBLIOG. 9
CAREER DEVELOPMENT, EMPLOYEE BENEFITS, EQUAL EMPLOYMENT OPPORTUNITY, EXECUTIVE, GOALS AND OBJECTIVES, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, PERSONNEL MANAGEMENT, TRAINING AND DEVELOPMENT, UNIONS
PERSONNEL STAFF FACES THE NEED TO PROVIDE INTELLIGENT AND CREATIVE RESPONSE BECAUSE OF AFFIRMATIVE ACTION PLANS, BETTER EDUCATED WORKERS AND GENERAL CONCERN FOR THE QUALITY OF WORK LIFE. PERSONNEL STAFF MUST DEVELOP ITS OWN CAPABILITIES AND DEFINE A NEW ROLE FOR ITSELF TO MEET THIS CHALLENGE.
MGMT: M8R75C0071

1649 EXPANDING THE BENEFITS OF MANPOWER RESEARCH. FINAL REPORT. 31 AUG 73
KLEIN, LAWRENCE R.
ARIZONA UNIV., TUCSON. COLL. OF BUSINESS AND PUBLIC ADMINISTRATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 50P.
ECONOMIC FACTORS, ECONOMIC RESEARCH, EDUCATION, GRADUATE STUDENTS, MANPOWER DEVELOPMENT, OBJECTIVES, PROGRAM PLANNING, REPORTS, RESEARCH, STUDENT EMPLOYMENT, UNIVERSITIES, WRITING, MANPOWER RESEARCH
THIS PROJECT, DURING A LITTLE MORE THAN TWO YEARS OF OPERATION, USED AN INTERDISCIPLINARY GROUP OF GRADUATE STUDENTS TO ADAPT AND REWRITE THE FINDINGS OF SELECTED STUDIES SPONSORED BY THE OFFICE OF RESEARCH AND DEVELOPMENT IN ORDER TO BROADEN THE AUDIENCE FOR THOSE FINDINGS. THE OBJECTIVE WAS TO PROMOTE APPLICATION OF THE FINDINGS BY MAKING THEM UNDERSTANDABLE TO MEMBERS OF TARGET GROUPS WHO WOULD OTHERWISE BE UNAWARE OF THEM. THE FINAL REPORT ASSESSES THE EXPERIENCE IN ORDER TO DEVELOP (1) SUGGESTIONS WHICH OTHER UNIVERSITIES COULD USE TO PLAN, ORGANIZE, AND CARRY OUT SIMILAR PROJECTS; (2) GUIDELINES FOR IMPROVING THE QUALITY OF MANPOWER RESEARCH TO FACILITATE MAXIMUM USE OF THE FINDINGS; AND (3) PRACTICAL ADVICE FOR MANPOWER RESEARCHERS ON HOW TO IMPROVE THE QUALITY OF WRITING AND ANALYSIS IN THEIR REPORTS. (AUTHOR)
ERIC: ED083475 OFFICE OF RESEARCH AND DEVELOPMENT, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, WASHINGTON, DC 20210 (SINGLE COPIES FREE, SUBJECT TO LIMITS OF SUPPLY)

1650 EXPANSION OF UNIONIZATION IN THE EARLY 20TH CENTURY 1976
TAFT, P.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.9, SEPT 1976, P. 32-35.
ANTITRUST LAWS, COLLECTIVE BARGAINING, DISCRIMINATION, ECONOMIC HISTORY, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LABOR LAW, LABOR UNIONS, LEGISLATION, SOCIAL CHANGE, STRIKE, WAGES

(CONT.)

1650 THE POLITICAL INVOLVEMENT OF LABOR UNIONS IS EXAMINED. THE ROLE OF RADICAL GROUPS, IMMIGRATION, BLACK WORKERS, AND CONGRESS IN THE GROWTH OF LABOR UNIONS IS DISCUSSED.
MGMT: UML76I0032

1651 EXPECTANCY THEORY AS A PREDICTOR OF FEMALE OCCUPATIONAL CHOICE AND ATTITUDE TOWARD BUSINESS 1976
BARTOL, K.M.
ACADEMY OF MANAGEMENT JOURNAL, VOL.19, NO.4, DEC 1976, P. 669-675. BIBLIOG. 7
ATTITUDE, CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, WOMEN, WOMEN IN BUSINESS
EXPECTANCY THEORY HAS BEEN USED TO PREDICT CAREER DECISIONS AND ATTITUDES FOR MALES. THE THEORY IS EQUALLY APPLICABLE TO WOMEN ALTHOUGH CAUTION IS ADVISED AGAINST POOLING MALE AND FEMALE DATA INDISCRIMINATELY. RESEARCH WAS DONE ON BUSINESS AND PSYCHOLOGY STUDENTS.
MGMT: AMJ76L0669

1652 EXPECTANCY THEORY, DECISION THEORY AND OCCUPATIONAL PREFERENCE AND CHOICE DEC 75
MITCHELL, TERENCE R.;BEACH, LEE ROY
WASHINGTON UNIV SEATTLE DEPT OF PSYCHOLOGY OFFICE OF NAVAL RESEARCH, ARLINGTON, VA.
CONTRACT NO. N00014-67-A-0103-0032;N00014-76-C-0193
NOTES: NR-170-761
DECISION MAKING, CAREERS, NTISDODN
EXPECTANCY THEORY AND DECISION THEORY RESEARCH PREDICTING OCCUPATIONAL PREFERENCE AND CHOICE IS REVIEWED. THE RESULTS PROVIDE STRONG SUPPORT FOR BOTH APPROACHES. APPLICATIONS OF DECISION THEORY MODELS TO PROBLEMS OF OCCUPATIONAL SELECTION ARE ALSO DISCUSSED. A SUMMARY PERSPECTIVE SUGGESTS THAT BOTH THEORIES CAN PROVIDE PRACTICAL INSIGHTS FOR OCCUPATIONAL GUIDANCE AND COUNSELING.
NTIS: AD-A021 251/4ST NTIS PRICES PC$4.00/MF$2.25

1653 EXPECTATIONS AND REALITIES--A STUDY OF MIGRATION BEHAVIOR OF YOUTH. BULLETIN NO. 69. MAR 67
HARP, JOHN ;AND OTHERS
NOTES: 41P.
HIGH SCHOOL CURRICULUM, HIGH SCHOOL GRADUATES, INDIVIDUAL CHARACTERISTICS, LONGITUDINAL STUDIES, MIGRATION, OCCUPATIONAL CHOICE, PARENTAL BACKGROUND, SOCIOECONOMIC STATUS, STUDENT ATTITUDES, NEW YORK
SCHOOL RECORDS AND QUESTIONNAIRE RESPONSES OBTAINED FROM 590 HIGH SCHOOL SENIOR BOYS AND GIRLS IN 18 PUBLIC HIGH SCHOOLS IN A RURAL, NORTHERN NEW YORK COUNTY IN 1962 AND FROM 75 PERCENT OF THIS GROUP AGAIN IN 1965 PROVIDED MIGRATION BEHAVIOR INFORMATION. MORE THAN 90 PERCENT OF THE 1965 RESPONDENTS HAD CHANGED PLACE OF RESIDENCE DURING THE INTERVENING 3 YEARS, ALTHOUGH 47 PERCENT HAD REMAINED WITHIN THE COUNTY. IT WAS APPARENT THAT SELECTIVE MIGRATION DID TAKE PLACE AND THAT THE EXTENT OF MIGRATION WAS INFLUENCED BY CERTAIN DIFFERENTIAL OPPORTUNITIES AFFORDED THE INDIVIDUAL. THE MIGRATION OF MALES WAS MORE CLEARLY CONNECTED TO VARIOUS DIFFERENTIAL FACTORS THAN THAT OF FEMALES. FACTORS SIGNIFICANTLY RELATED TO A RESPONDENTS MIGRATION WERE FAMILY SOCIOECONOMIC STATUS, FATHERS EDUCATION, AND WHEN COMPARED WITH OTHER RESPONDENTS, A HIGH SCHOOL CURRICULUM INCLUDING FEWER VOCATIONAL MAJORS, A HIGHER APTITUDE, AND A LESSER IDENTIFICATION WITH THE COMMUNITY. THE EDUCATION OF THE MOTHER, RESIDENTIAL BACKGROUND, AND SCHOOL SIZE WERE NOT SIGNIFICANTLY RELATED TO MIGRATION. OF THOSE RESPONDENTS CARRYING OUT THEIR VOCATIONAL AND EDUCATIONAL PLANS, 73 PERCENT MAINTAINED CONSISTENCY IN THEIR PLANS TO MIGRATE, WHILE ONLY 60 PERCENT OF THOSE WHO DID NOT CARRY OUT THEIR PLANS MAINTAINED THIS CONSISTENCY. THIS FINDING HAS PARTICULAR SIGNIFICANCE IN THAT IT POINTS TO THE INTERRELATEDNESS OF MIGRATION AND OCCUPATIONAL CHOICE FOR THE HIGH SCHOOL YOUTH. (JM)
AIM/ARM: VT004621

1654 EXPERIENCE MAY NOT BE THE BEST TEACHER AUG 72
CHALOFSKY, NEAL E.
TRAINING AND DEVELOPMENT JOURNAL;26:8;22-6
CHANGE AGENTS, CHANGING ATTITUDES, EMPLOYEE ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, NEGATIVE ATTITUDES, ROLE PERCEPTION, TRAINERS, YOUNG ADULTS, YOUTH EMPLOYMENT
ARTICLE DEALS WITH THE PREJUDGEMENT OF YOUTH AND PROJECTS ITS POTENTIAL EFFECT UPON SOCIETY AS A WHOLE, AND SUGGESTS VIEWING TRAINERS AS CHANGE AGENTS. (EDITOR)
ERIC: EJ061385

1655 EXPERIENCED BASED CAREER EDUCATION AN ANNOTATED BIBLIOGRAPHY. BIBLIOGRAPHY SERIES NO. 27. OCT 75
STAKELON, ANNE E., COMP.;HAGISOS, JOEL H., COMP.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 44P.; RELATED DOCUMENTS VT 102 557 THROUGH VT 102 559 IN THIS ISSUE.
ANNOTATED BIBLIOGRAPHIES, RESEARCH PROPOSALS, GRANTS, DEVELOPMENTAL PROGRAMS, FEDERAL AID, VOCATIONAL EDUCATION, CAREER EDUCATION, PROJECT APPLICATIONS, WORK EXPERIENCE PROGRAMS, VOCATIONAL EDUCATION AMENDMENTS OF 1968
THIS ANNOTATED BIBLIOGRAPHY WAS PREPARED TO ASSIST THOSE APPLYING FOR GRANTS UNDER PART D OF THE VOCATIONAL EDUCATION ACT OF 1963, AS AMENDED. THE BIBLIOGRAPHY IS INTENDED TO HELP APPLICANTS PLAN AND CONDUCT BETTER PROJECTS AS A RESULT OF KNOWING ABOUT COMPLETED AND ONGOING RESEARCH. THIRTEEN INDEX/SEARCH TERMS WERE USED TO IDENTIFY ITEMS RELATED TO THE TWO CONCEPTS OF CAREER EDUCATION AND EXPERIENCE BASED PROGRAMS. SEVENTY-FIVE OF THE CITATIONS RECOVERED WERE CHOSEN TO BE INCLUDED IN THE DOCUMENT. THEY ARE PRESENTED UNDER THE SECTION TITLES OF ERIC REPORT LITERATURE, AIM/ARM REPORT LITERATURE, JOURNAL

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1655 ARTICLES, AND PROJECTS IN PROGRESS. INFORMATION ABOUT HOW TO ORDER DOCUMENTS IS ALSO PROVIDED. (LJ)
AIM/ARM: VT102557 CENTER FOR VOCATIONAL EDUCATION, OHIO STATE UNIVERSITY, 1960 KENNY ROAD, COLUMBUS, OHIO 43210. (ORDER NO. 8827, $3.00 EA.: COMPLETE SET OF THREE, ORDER NO. 8827-29, $10.00 PER SET.)

1656 AN EXPERIMENT COMPARING THE EFFECTIVENESS OF LOW COST INSTRUCTIONAL SIMULATION AGAINST HIGH COST EQUIPMENT UTILIZATION IN TEACHING NUMERICAL CONTROL PRINCIPLES. JUL 71
RUMMELL, WINFIELD RAYMOND
NOTES: 190P.: ED. D. DISSERTATION, ARIZONA STATE UNIVERSITY
ACHIEVEMENT GAINS, COLLEGE STUDENTS, DOCTORAL THESES, INDUSTRIAL EDUCATION, METALS, NUMERICAL CONTROL, PERFORMANCE FACTORS, SIMULATION, STATISTICAL ANALYSIS, STUDENT ATTITUDES, TEACHING MACHINES, TEACHING METHODS, VOCATIONAL EDUCATION
THIS STUDY WAS DESIGNED TO INVESTIGATE THE EFFECTIVENESS OF LOW COST INSTRUCTIONAL SIMULATION, WITH NUMERICAL CONTROL (N/C) USED AS THE SUBJECT VEHICLE. A UNIT OF STUDY WAS DEVELOPED THAT INCLUDED A DETAILED LIST OF THE BEHAVIORAL CHANGES WHICH WERE DESIRED FOR THE STUDENTS AND THE INSTRUCTIONAL MATERIALS AND PROCEDURES DEEMED NECESSARY FOR AIDING THE STUDENTS IN DEVELOPING THESE DESIRED BEHAVIORAL CHANGES. A NUMERICALLY CONTROLLED MILLING MACHINE WAS USED FOR THE CONTROL GROUP AND LOW COST SIMULATION DEVICES WERE USED FOR THE EXPERIMENTAL GROUP. THE MEASURES TAKEN INCLUDED THE ACHIEVEMENT OF THE BASIC PRINCIPLES OF N/C, PERFORMANCE IN WRITING AN N/C PART PROGRAM, AND AN INVENTORY OF THE STUDENTS ATTITUDE TOWARD N/C. INCLUDED IN THE SIX CONCLUSIONS, BASED ON A STATISTICAL ANALYSIS OF DATA, WAS THE GENERAL CONCLUSION THAT SIMULATION IS AS EFFECTIVE AS THE UTILIZATION OF NUMERICALLY CONTROLLED EQUIPMENT FOR TEACHING THE BASIC PRINCIPLES OF N/C TO STUDENTS ENROLLED IN UNDERGRADUATE INTRODUCTORY METAL PROCESSING COURSES. (AUTHOR/GEB)
ERIC: ED054395 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 723003: MF $4.00: XEROGRAPHY $10.00)

1657 AN EXPERIMENT IN CHANGE (GIRLS RESIDENTIAL YOUTH CENTER, PORTLAND, MAINE--PHASE II. FINAL REPORT AND EVALUATION) MAR 70
HUSSEY, FREDERICK A.: AND OTHERS
MAINE UNIV., PORTLAND. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 237P.
DELINQUENT REHABILITATION, DISADVANTAGED YOUTH, EMPLOYMENT PROBLEMS, EXPERIMENTAL PROGRAMS, FEMALES, OCCUPATIONAL GUIDANCE, PROGRAM EVALUATION, RESIDENTIAL CENTERS, VOCATIONAL REHABILITATION, YOUTH PROGRAMS
THE PROJECT WAS A RESIDENTIAL YOUTH CENTER DESIGNED TO ADDRESS THE NEEDS OF HARD-CORE, HIGH RISK, GIRLS BETWEEN THE AGES OF 14 AND 18, WITH A HISTORY OF POVERTY, UNEMPLOYABILITY, AND SCHOOL FAILURE. THE REPORT DESCRIBES THE HISTORY AND GOALS OF THE PROJECT, THE NATURE OF THE POPULATION UNDER STUDY, THE USE OF VOLUNTEERS AND NONPROFESSIONALS IN MANPOWER PROGRAMING, AND THE PROBLEMS AND STRENGTHS OF RESEARCH IN AN ACTION SETTING. ALSO INCLUDED IS A DISCUSSION OF RECOMMENDATIONS THAT ARE DESIGNED TO ASSIST IN ESTABLISHING SIMILAR PROGRAMS. (AUTHOR)
ERIC: ED057219 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 426, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

1658 AN EXPERIMENT IN EMPLOYER-SPONSORED DAY CARE, FINAL REPORT. AUG 70
NELLUM (A.L.) AND ASSOCIATES, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 120P.: CERTAIN PAGES ARE NOT REPRODUCIBLE
CHILD CARE CENTERS, CHILDHOOD NEEDS, DAY CARE PROGRAMS, EVALUATION METHODS, MODELS, MOTHERS, PARENT CHILD RELATIONSHIP, PRESCHOOL CHILDREN, WORKING WOMEN, EMPLOYER SPONSORED DAY CARE
THE REPORT DESCRIBES THE NEED OF WORKING MOTHERS FOR DAY CARE, THE MEANING OF DAY CARE FOR EMPLOYERS IN GOVERNMENT, BUSINESS, AND INDUSTRY, THE IMPORTANCE OF EMPLOYER-SPONSORED CHILD DAY-CARE TO THE DEPARTMENT OF LABOR, AND OBJECTIVES OF THE DEPARTMENTS CHILD DAY CARE CENTER. THE EVALUATION DESIGN PROVIDES FOR AN ANALYSIS OF THE PROJECT AS IT RELATES TO THE EMPLOYER, EMPLOYEES, AND CHILD. INCLUDED IS (1) AN EVALUATION OF THE PROGRAM PLANNING, FACILITIES, RECRUITMENT, SELECTION, AND PLACEMENT OF CHILDREN AND STAFF AND FOLLOWUP SERVICES TO AND INVOLVEMENT OF PARENTS: AND (2) AN IN-DEPTH ANALYSIS OF THE PROGRAMS SPECIFIC OBJECTIVES TO DETERMINE IF AND HOW THEY WERE BEING MET, AND WAYS IN WHICH THE IMPLEMENTATION COULD BE IMPROVED AS A MODEL FOR DUPLICATION BY OTHER EMPLOYERS. (NTIS)
ERIC: ED061973 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-198 995, MF $1.45, HC $3.00)

1659 AN EXPERIMENT IN REDUCING CHRONIC UNEMPLOYMENT AMONG THE PHYSICALLY HANDICAPPED, FINAL REPORT. JUL 70
RANCHO LOS AMIGOS HOSPITAL, INC., DOWNEY, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 92P.
FEMALES, PERSONNEL EVALUATION, PHYSICALLY HANDICAPPED, SHELTERED WORKSHOPS, SPECIAL HEALTH PROBLEMS, UNEMPLOYMENT, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION
THE ORIGINAL PURPOSE OF THIS PROJECT WAS TO DEMONSTRATE THAT THE USE OF INTENSIVE COUNSELING SERVICES IN A HOSPITAL WORKSHOP ALONG WITH WORK ACTIVITY COULD PROVIDE A BASIS FOR EASING CHRONIC UNEMPLOYMENT AMONG THE PHYSICALLY HANDICAPPED. PHASE II, WHICH THIS REPORT COVERS, CONCENTRATED ON THE SAME OBJECTIVE, BUT BROADENED THE SCOPE OF THE

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1659 PROJECT TO INCLUDE FEMALES AND THE MORE SEVERELY DISABLED. PHASE II UTILIZED FOUR TECHNIQUES TO INCREASE THE EMPLOYABILITY OF THE ENROLLEES (1) USING THE WORKSHOP AS WELL AS OTHER HOSPITAL STATIONS TO ASSESS THE ENROLLEES ABILITY TO COMPETE FOR EMPLOYMENT; (2) USING PARAPROFESSIONALS AND FORMER PROJECT GRADUATES; (3) DEVELOPING RELATIONSHIPS BETWEEN PUBLIC AND PRIVATE AGENCIES AND THE PROJECT; (4) USING MULTIPLE COUNSELOR AND VIDEOTAPE TECHNIQUES. (AUTHOR)
ERIC: ED091980 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 293, MF $1.45, HC $3.00)

1660 EXPERIMENT IN THE STREETS THE CHICAGO YOUTH DEVELOPMENT PROJECT. FINAL REPORT. MAR 74
GOLD, MARTIN; MATTICK, HANS W.
MICHIGAN UNIV., ANN ARBOR. INST. FOR SOCIAL RESEARCH. FORD FOUNDATION, NEW YORK, N.Y.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 373P.
CHANGE STRATEGIES, CITY PROBLEMS, COMMUNITY PROGRAMS, COMPARATIVE ANALYSIS, DELINQUENCY, DELINQUENCY PREVENTION, EDUCATIONAL NEEDS, JUVENILE GANGS, PILOT PROJECTS, PROGRAM DESCRIPTIONS, SCHOOL COMMUNITY RELATIONSHIP, URBAN DROPOUTS, URBAN SCHOOLS, URBAN SLUMS, URBAN YOUTH, VOCATIONAL EDUCATION, YOUTH AGENCIES, YOUTH CLUBS, YOUTH EMPLOYMENT, CHICAGO, CHICAGO YOUTH DEVELOPMENT PROJECT, ILLINOIS
THE CHICAGO YOUTH DEVELOPMENT PROJECT WAS AN ACTION-RESEARCH PROGRAM JOINTLY UNDERTAKEN BY THE CHICAGO BOYS CLUB AND THE UNIVERSITY OF MICHIGAN INSTITUTE FOR SOCIAL RESEARCH TO TEST WHETHER A PROGRAM OF AGGRESSIVE STREET WORK AND COMMUNITY ORGANIZATION IN THE CORE OF A CITY COULD REDUCE DELINQUENCY AMONG YOUTH LIVING THERE. THE REPORT PRESENTS A COMPREHENSIVE ACCOUNT OF WHAT WAS ACTUALLY DONE AND WITH WHAT EFFECT, PROVIDING THE MOST COMPLETE AND OBJECTIVE INFORMATION OBTAINABLE, DEMONSTRATING TO WHAT DEGREE THIS KIND OF PROGRAM CAN ACHIEVE ITS GOALS AND SUGGESTING WHAT IMPROVEMENTS ARE NEEDED FOR AN EVEN GREATER IMPACT. THE STUDY COMPARES THE EFFECTS, OVER FIVE YEARS, OF THE PROGRAM IN TWO INNER CITY AREAS WITH COMPARABLE CONTROL AREAS NEARBY ON SUCH VARIABLES AS DELINQUENCY RATES, YOUTH EMPLOYMENT RATES, SCHOOL ATTENDANCE, AND ADULTS SATISFACTION WITH THEIR COMMUNITY. THE RESEARCHERS CONCLUDE THAT THE PROJECT MADE NEGLIGIBLE IMPACT ON THESE RESPECTS, BUT THAT WHEN BOYS EXPECTATIONS OF THEIR EVENTUAL EDUCATIONAL ATTAINMENT WERE RAISED, THEIR DELINQUENCY DECLINED. BASED ON THIS FINDING, THE RESEARCHERS SUGGEST THAT EFFECTIVE FUTURE PROGRAMS WILL CONCURRENTLY OPEN EDUCATIONAL AND VOCATIONAL OPPORTUNITIES AND PREPARE YOUNGSTERS TO GRASP THEM, FASHIONING NEW WAYS FOR SOME ADOLESCENTS TO BE STUDENTS. (AUTHOR/AJ)
ERIC: ED099533 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($6.00)

1661 AN EXPERIMENT IN USING LAY-OFF TIME FOR IMPROVING WORKERS ADVANCEMENT POTENTIAL. REPORT ON TWO YEARS OF THE JOB ADVANCEMENT TRAINING PROGRAM. OCT 72
TEXAS CONGRESSIONAL DISTRICT NUMBER 24. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 82P.
ADULT BASIC EDUCATION, DEMONSTRATION PROJECTS, EMPLOYMENT POTENTIAL, EXPERIMENTAL PROGRAMS, INDUSTRIAL RELATIONS, MANPOWER DEVELOPMENT, PROGRAM ATTITUDES, PROGRAM EVALUATION, PROMOTION (OCCUPATIONAL), REMEDIAL PROGRAMS, VOCATIONAL COUNSELING, WORK ATTITUDES, JOB ADVANCEMENT TRAINING PROGRAM (JAT)
THE JOB ADVANCEMENT TRAINING PROGRAM (JAT) WAS AN EXPERIMENTAL DEMONSTRATION PROJECT TO DETERMINE WHETHER WORKERS, EMPLOYERS, AND COMMUNITY AGENCIES WOULD PERCEIVE VALUE IN AND RESPOND POSITIVELY TO NON-SKILLS TRAINING OPPORTUNITIES OFFERED TO WORKERS DURING PERIODS OF TEMPORARY LAYOFF, AND ALSO TO DETERMINE IF THE TRAINING SEEMED TO HAVE INCREASED PROMOTION POSSIBILITIES FOR THE ENROLLEES. CONCLUSIONS FROM THE PROJECT EXPERIENCE SHOW THAT TEMPORARILY LAID-OFF WORKERS (THE PRIMARY TARGET GROUP) WILL NOT ENROLL. THE PROGRAM ATTRACTED RELATIVELY YOUNG AND INEXPERIENCED WORKERS ON INDEFINITE OR PERMANENT LAYOFF. THE TARGET GROUP PERCEIVED NO JOB-RELATED BENEFITS IN SUCH TRAINING, BECAUSE IN MOST INDUSTRIES WORKER ADVANCEMENT AND PROMOTIONAL SYSTEMS ARE NEGOTIATED THROUGH THE COLLECTIVE BARGAINING PROCESS WHICH ENSURES ADVANCEMENT ON THE BASIS OF SENIORITY. EMPLOYERS RESPONSE TO THE JAT CONCEPT WAS MINIMAL AS THEY COULD NOT PERCEIVE ANY AREA OF SELF-INTEREST. FINDINGS SUGGEST THAT APPLICATION OF SUCH A PROGRAM WOULD BE OF POTENTIAL BENEFIT ONLY IN INDUSTRIES WHERE INTERNAL LABOR MARKET PRACTICES ARE NOT RIDIGLY TIED TO A WORKERS SENIORITY. (MF)
ERIC: ED075605 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (DLMA-82-34-70-31-2, MF $.95, HC $3.00)

1662 AN EXPERIMENT ON THE UTILITY AND VIABILITY OF PROVIDING NON-SKILLS TRAINING TO UNDERUTILIZED, HIGH SENIORITY WORKERS IN THE CANNING INDUSTRY. AN INDUSTRY-SPECIFIC APPROACH TO LAY-OFF TIME TRAINING. FINAL REPORT, JULY 1, 1972-AUGUST 31, 1973. 73
MCGRATH, WILLIAM T.
UNITED STATES R AND D CORP., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-34-70-31
NOTES: 65P.
ADULT BASIC EDUCATION, AGRIBUSINESS, ENGLISH (SECOND LANGUAGE), IMPROVEMENT PROGRAMS, INDUSTRIAL TRAINING, INDUSTRY, JOB LAYOFF, LABOR EDUCATION, LABOR UNIONS, LITERACY EDUCATION, MANPOWER DEVELOPMENT, MEXICAN AMERICANS, PROMOTION (OCCUPATIONAL), SEASONAL EMPLOYMENT, SEASONAL LABORERS, UNSKILLED WORKERS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, CALIFORNIA, CALIFORNIA PROCESSORS INCORPORATED, JOB ADVANCEMENT TRAINING

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1662 PROGRAM (JAT), LAYOFF TIME TRAINING

AN EXPERIMENTAL PROJECT WAS CONDUCTED BETWEEN JULY 1972 AND AUGUST 1973 TO OFFER ADULT BASIC EDUCATION TO HIGH SENIORITY, UNSKILLED EMPLOYEES LAID OFF BECAUSE OF THE SEASONAL NATURE OF THEIR JOBS IN THE FRUIT AND VEGETABLE CANNING INDUSTRY IN NORTHERN CALIFORNIA. THE PROJECTS PURPOSE WAS TO DEMONSTRATE THAT LAYOFF TIME TRAINING (LOTT) WOULD BE VIABLE AND USEFUL WHEN CONDUCTED IN AN INDUSTRY WITH SPECIFIC SCREENING CRITERIA. THE CRITERIA ARE AN ADVANCEMENT SYSTEM BASED NOT ONLY ON SENIORITY BUT ALSO ON QUALIFICATIONS, A LABOR MARKET ALLOWING FOR OUTSIDE HIRING OF SKILLED AND SEMISKILLED WORKERS, A SIGNIFICANT NUMBER OF HIGH SENIORITY EMPLOYEES WHO ARE NOT ADVANCED TO BETTER JOBS BECAUSE THEY LACK QUALIFICATIONS THEY COULD RECEIVE THROUGH LOTT, AND A SIGNIFICANT NUMBER OF WORKERS WHO EXPERIENCE LAYOFF PERIODS WHICH WOULD ENABLE THEM TO PARTICIPATE IN LOTT PROGRAMS. THE TRAINING PROGRAM INCLUDED ENGLISH AS A SECOND LANGUAGE, BASIC EDUCATION, AND ADVANCEMENT RELATED COUNSELING. OVER 400 WORKERS PARTICIPATED, AND BOTH UNIONS AND MANAGEMENT ACTIVELY SUPPORTED THE PROGRAM. IT WAS CONCLUDED THAT THE SCREENING CRITERIA MAY WELL BE PREDICTIVE OF WHETHER OR NOT A LOTT PROGRAM WILL BE SUCCESSFUL IN A GIVEN INDUSTRY. ONE MEASURE OF THE PROJECTS SUCCESS WAS THAT THROUGH A COLLECTIVE BARGAINING AGREEMENT THE UNIONS AND MANAGEMENT ELECTED TO FINANCE ITS CONTINUATION. AN APPENDIX INCLUDES STATISTICAL TABLES. (LMS)

ERIC: ED136734 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

1663 AN EXPERIMENT TO TEST THREE MAJOR ISSUES OF WORK PROGRAM METHODOLOGY WITHIN MOBILIZATION FOR YOUTHS INTEGRATED SERVICES TO OUT-OF-SCHOOL UNEMPLOYED YOUTH. TWENTY MONTH REPORT (DEC. 16, 1965-AUG. 15, 1967). 67

COLUMBIA UNIV., NEW YORK, N.Y. SOCIAL WORK RESEARCH CENTER.;MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. DIV. OF EMPLOYMENT OPPORTUNITIES. OFFICE OF MANPOWER POLICY, EVALUATION AND RESEARCH (DOL), WASHINGTON, D.C.

NOTES: 110P.

OUT OF SCHOOL YOUTH, CULTURALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, PROGRAM EVALUATION, REMEDIAL INSTRUCTION, VOCATIONAL EDUCATION, MOBILIZATION FOR YOUTH INC.

THIS STUDY WAS DESIGNED TO TEST THE RELATIVE EFFECTIVENESS OF ALTERNATE METHODS OF PROVIDING THREE IMPORTANT TYPES OF VOCATIONAL DEVELOPMENT SERVICE (1) SUBSIDIZED WORK TRAINING, (2) REMEDIAL EDUCATION, AND (3) ASSESSMENT OF VOCATIONAL POTENTIAL. THIS INTERIM REPORT DESCRIBES RESEARCH ACTIVITIES AND FUTURE PLANS, SAMPLE SIZE AND PROJECTIONS, MEASUREMENT OF PROGRAM SUCCESS, AND SHORT-TERM FIELD FOLLOWUP. (BH)

AIM/ARM: VT007827

1664 THE EXPERIMENTAL AND DEMONSTRATION MANPOWER PILOT PROJECT ON THE SPECIAL WORK PROJECT FOR THE UNEMPLOYED AND UPGRADING FOR THE WORKING POOR SEP 74

VERMONT DEPT. OF EMPLOYMENT SECURITY, MONTPELIER. MANPOWER ADMINISTRATION, WASHINGTON, D.C.

CONTRACT NO. DL-82-48-70-30

NOTES: FINAL REPT. 1 NOV 70-30 JUN 73. 63P

MANPOWER UTILIZATION, EMPLOYMENT, VERMONT, DEMONSTRATION PROJECTS, FOLLOW UP PROGRAMS, NTISLABPEU

THE REPORT CONSISTS OF A SUMMARY OF EVERY PHASE OF THE OVERALL PROJECT EXPERIENCE. SECTION 1 DETAILS (1) THE RATIONALE FOR THE IMPLEMENTATION OF THE VERMONT PROJECT, (2) THE PROJECTS ORGANIZATIONAL AND OPERATIONAL STRUCTURE, (3) THE OBJECTIVES OF THE PROJECT, AND (4) THE SIGNIFICANT ASPECTS OF ITS 3 YEARS OF OPERATIONS. ADDITIONALLY, IT INTRODUCES SPECIFIC AREAS OF RESEARCH AND CONTAINS DATA ANALYSES PREPARED BY BOTH PROJECT STAFF AND TWO OUTSIDE CONSULTING FIRMS. SECTION 2 CONTAINS (1) ABSTRACTS OF 14 MONOGRAPHS WRITTEN BY STAFF MEMBERS AND OUTSIDE RESEARCH CONSULTANTS, (2) THE FINAL REPORT ON UPGRADING, AND (3) RESEARCH STUDIES PREPARED BY THE TWO OUTSIDE CONSULTING FIRMS.

NTIS: PB-248 905/2ST NTIS PRICES PC$4.50/MF$2.25

1665 AN EXPERIMENTAL AND DEMONSTRATION MANPOWER PROGRAM FOR DISADVANTAGED YOUTHS, FINAL REPORT. 66

GREENFIELD, RICHARD

NEW YORK CITY BOARD OF EDUCATION, BROOKLYN, N.Y.

NOTES: 143P.

COUNSELING PROGRAMS, DEMONSTRATION PROGRAMS, DISADVANTAGED YOUTH, EXPERIMENTAL PROGRAMS, INTERAGENCY COOPERATION, JOB PLACEMENT, PROGRAM EVALUATION, RECRUITMENT, REMEDIAL INSTRUCTION, REMEDIAL READING, STAFF UTILIZATION, UNEMPLOYED, URBAN SCHOOLS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, MDTA PROGRAMS

THE JOB COUNSELING CENTER INITIATED AN EXPERIMENTAL AND DEMONSTRATION PROGRAM TO TEST THE THESIS THAT AN URBAN SCHOOL COULD PROVIDE A MANPOWER TRAINING PROGRAM TO OUT-OF-SCHOOL, UNEMPLOYED, AND DISADVANTAGED YOUTH. LICENSED SCHOOL PERSONNEL WERE USED IN FOUR CENTERS IN AREAS HAVING HIGH UNEMPLOYMENT RATES AND A CONCENTRATION OF NEGRO AND PUERTO RICAN FAMILIES TO PROVIDE COUNSELING, REMEDIAL EDUCATION, SHORT-TERM VOCATIONAL TRAINING, AND JOB PLACEMENT SERVICES. THE HIGHEST SOURCE OF RECRUITMENT WAS REFERRAL BY OTHER CLIENTS. THE COUNSELING PROGRAM CONCENTRATED ON QUICK JOB PLACEMENT FOR CLIENTS AND USED BOTH LICENSED SCHOOL COUNSELORS AND SOCIAL WORKERS. REMEDIAL READING INSTRUCTION WAS OFFERED ON A VOLUNTARY BASIS, AND MOST CLIENTS WHO STAYED WITH THE PROGRAM 6 MONTHS OR MORE SHOWED GAINS. SKILLS TRAINING, OFFERED IN TRY-OUT SHOPS IN TYPING AND OFFICE MACHINES, PROVED MOTIVATIONAL BUT DID NOT PROVIDE SALABLE SKILLS EXCEPT IN A FEW CASES. INDUSTRIAL SHOPS WERE DISCONTINUED, AND CLIENTS WERE REFERRED TO OTHER INSTITUTIONS FOR SUCH TRAINING. THE PROGRAM COOPERATED WITH OTHER AGENCIES AND OTHER SPECIAL EDUCATIONAL PROGRAMS WITH SOME SUCCESS IN OBTAINING SERVICES. TRAINING AND

(CONT.)

1655 JOB PLACEMENT FOR SOME CLIENTS. THERE WERE 5,996 EMPLOYMENT REFERRALS AND 3,493 CLIENT PLACEMENTS DURING THE PROGRAM. THE PROGRAM DEMONSTRATED THAT A SCHOOL SYSTEM CAN PROVIDE PROFESSIONAL PERSONNEL WHO ARE QUALIFIED TO RUN A PROGRAM FOR OUT-OF-SCHOOL AND DISADVANTAGED YOUTH. EXTENSIVE DISCUSSION OF EACH FACET OF THE PROGRAM, GENERAL EVALUATIVE STATEMENTS, AND A SUMMARY AND RECOMMENDATIONS ARE INCLUDED. (EM)
ERIC: ED019518

1656 EXPERIMENTAL AND DEMONSTRATION MANPOWER PROGRAM FOR TRAINING AND PLACEMENT OF YOUTHFUL INMATES OF THE YOUTH CENTER, LORTON, VIRGINIA. FINAL REPORT IV. FEB 66
CATHOLIC UNIV. OF AMERICA, WASHINGTON, D.C. BUREAU OF SOCIAL RESEARCH.
NOTES: 84P.
EXPERIMENTAL PROGRAMS, DEMONSTRATION PROGRAMS, PROGRAM EVALUATION, EMPLOYMENT PROGRAMS, VOCATIONAL EDUCATION, PROGRAM IMPROVEMENT, EDUCATIONAL PROGRAMS, CORRECTIVE INSTITUTIONS, OCCUPATIONAL GUIDANCE, YOUTH PROGRAMS, YOUTH PROBLEMS, JOB PLACEMENT, STUDENT ATTITUDES, CORRECTIONAL EDUCATION, MANPOWER UTILIZATION, MANPOWER DEVELOPMENT, STUDENT CHARACTERISTICS, VOCATIONAL FOLLOWUP, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
THE FIRST MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAM CONDUCTED WITHIN A PENAL INSTITUTION WAS INTENDED TO PROVIDE VOCATIONAL GUIDANCE, TRAINING, AND PLACEMENT FOR ABOUT 150 SELECTED PROBLEM YOUTHS 16 TO 21 YEARS OF AGE. DURING THE PERIOD AUGUST 1964 TO DECEMBER 1965 TRAINING WAS TO BE PROVIDED IN THE SEVEN OCCUPATIONAL AREAS OF FOOD SERVICE, BARBERING, AUTO REPAIR, CLERICAL, DRY CLEANING, TELEVISION REPAIR, AND PAINTING. THIS FOLLOWUP STUDY, USING INFORMATION FROM FILES, INTERVIEWS, AND OBSERVATION, EVALUATED THE MERITS OF THE PROGRAM AND SUGGESTED REMEDIES FOR ITS LIMITATIONS. IT WAS FOUND THAT THE PROGRAM FAILED TO OFFER SUBSTANTIAL TRAINING OF ANY KIND OTHER THAN BARBER TRAINING FOR SEVERAL REASONS INCLUDING (1) FAILURE ON THE PART OF CIVIL SERVICE TO ALLOW STAFF ADEQUATE GRADE ASSIGNMENTS AND SALARIES, (2) FAILURE OF THE PROJECT DIRECTORS TO CLARIFY ROLE ASSIGNMENTS AND DUTIES OF STAFF, AND (3) FAILURE BY THE STAFF TO APPRECIATE THE LOW LEVEL OF PREPAREDNESS EVIDENCED BY MOST TRAINEES IN REGARD TO ACHIEVEMENT LEVELS AND SOCIAL SKILLS. TWELVE SPECIFIC RECOMMENDATIONS FOR CHANGE IN THE PROGRAMS OPERATION WERE MADE. (ET)
AIM/ARM: VT004841

1657 EXPERIMENTAL AND DEMONSTRATION PROJECT FOR RURAL WORKERS AT TUSKEGEE INSTITUTE (1966-1967). (FEBRUARY 1, 1966-AUGUST 31, 1968). FINAL REPORT. 31 AUG 68
ALABAMA STATE DEPT. OF VOCATIONAL EDUCATION, MONTGOMERY.; ALABAMA STATE EMPLOYMENT SERVICE, MONTGOMERY.; TUSKEGEE INST., ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. 82-01-66-35
NOTES: 335P.
ADMISSION CRITERIA, ADULT VOCATIONAL EDUCATION, BASIC SKILLS, BRICKLAYERS, CARPENTERS, COMMUNITY INVOLVEMENT, DEMONSTRATION PROJECTS, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, FOOD PROCESSING OCCUPATIONS, JOB PLACEMENT, NURSES AIDES, PARTICIPANT CHARACTERISTICS, RURAL POPULATION, STUDENT EVALUATION, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL FOLLOWUP, ALABAMA, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, TUSKEGEE INSTITUTE
A PROJECT TO PROVIDE BASIC EDUCATION, COUNSELING AND OCCUPATIONAL TRAINING TO 125 UNEMPLOYED OR UNDEREMPLOYED HEADS OF FAMILIES OR HOUSEHOLDS FROM RURAL AREAS OF ALABAMA, AND TO SECURE EMPLOYMENT FOR THEM AT THE CONCLUSION OF THE PROGRAM WAS CONDUCTED AT TUSKEGEE. THE FOUR TECHNICAL AREAS IN WHICH TRAINING WAS OFFERED WERE BRICKMASONRY, CARPENTRY, MEAT PROCESSING, AND NURSE AIDE. DISTINGUISHING CHARACTERISTICS OF THE PROJECT INCLUDED ITS EMPHASIS ON RESEARCH, EXPERIMENTATION, AND DEMONSTRATION. TRAINING WAS DESIGNED TO PROVIDE (1) OBSERVATION OF WHAT HAPPENED IN THE TRAINING, (2) ANALYSIS OF ITS EFFECT ON TRAINEES, AND (3) A DETERMINATION OF HOW THIS EXPERIENCE BROUGHT ABOUT THE MEASURED RESULTS. PART I OF THE REPORT CONCERNS THE RATIONALE OF THE PROJECT. RECRUITMENT, SELECTION, AND A DESCRIPTION OF THE TRAINEES ARE DEALT WITH IN PART II. PART III INCLUDES A DESCRIPTION OF THE PROCESSES AND TECHNIQUES USED IN PROVIDING BASIC EDUCATION, COUNSELING, AND TECHNICAL SKILL TRAINING. IT ALSO INCLUDES AN ACCOUNT OF AN EXPERIMENT INVOLVING SELECTED COMMUNITIES FROM WHICH SOME OF THE TRAINEES COME. PART IV PROVIDES DATA ON THE EVALUATION OF THE PERFORMANCE OF THE TRAINEES, RELATES THE ACTIVITIES INVOLVED IN JOB DEVELOPMENT, PLACEMENT AND FOLLOWUP, AND CONTAINS AN ANALYSIS WITH CONCLUSIONS OF THE ENTIRE PROJECT. (MU)
ERIC: ED024257

1658 EXPERIMENTAL AND DEMONSTRATION PROJECTS. FINAL REPORT. 31 AUG 68
OPPORTUNITIES INDUSTRIALIZATION CENTER OF OKLAHOMA CITY AND COUNTY, INC., OKLA.
NOTES: 256P.
ADULT EDUCATION, BEHAVIORAL OBJECTIVES, COUNSELING PROGRAMS, DEMONSTRATION PROGRAMS, DISADVANTAGED GROUPS, ECONOMIC DISADVANTAGEMENT, EXPERIMENTAL PROGRAMS, HUMAN SERVICES, INDUSTRY, JOB DEVELOPMENT, LEADERSHIP TRAINING, MINORITY GROUPS, SELF CONCEPT, SKILL DEVELOPMENT, UNEMPLOYED, VOCATIONAL EDUCATION, OKLAHOMA
THE GOALS OF THE OPPORTUNITIES INDUSTRIALIZATION CENTER ORGANIZATION IN OKLAHOMA CITY INCLUDE PROVIDING HOPE FOR IMPOVERISHED AND HARD-CORE UNEMPLOYED IN THE FORM OF JOB PREPARATION BY PROVIDING ADULT EDUCATION, PREVOCATIONAL TRAINING, SKILLS TRAINING, COUNSELING, JOB DEVELOPMENT, PLACEMENT AND FOLLOWUP. ANOTHER PRIMARY GOAL OF OIC IS PROVIDING AND EMPHASIZING MINORITY GROUP LEADERSHIP, MINORITY GROUP PRIDE, INTENSELY PERSONAL APPROACH TO EACH TRAINEE, SELF-HELP EFFORTS, AND THE PARTICIPATION AND COOPERATION OF INDUSTRY, LABOR AND THE PEOPLE IN THE POVERTY AREAS BEING SERVED.

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1668 (AUTHOR)
ERIC: ED057316 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 550, MF $0.95, PC $3.00)

1669 AN EXPERIMENTAL AND DEMONSTRATIONAL PROGRAM TO IMPROVE THE STATUS OF HOUSEHOLD EMPLOYMENT (MARCH 15, 1968-JULY 31, 1970), ABSTRACT. 70
BLACKOFF, EDWARD M.
HOUSEHOLD MANAGEMENT, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.;OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 4P.
DEMONSTRATION PROJECTS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, DOMESTICS, CAREER OPPORTUNITIES, ADULT VOCATIONAL EDUCATION, ECONOMIC STATUS
AN EXPERIMENTAL AND DEMONSTRATION PROGRAM TO IMPROVE THE STATUS OF HOUSEHOLD EMPLOYMENT, FINAL REPORT, IS SUMMARIZED. FOR ABSTRACT OF THE FULL REPORT SEE VT 013 571 (ALSO IN THIS ISSUE). (BH)
AIM/ARM: VT013570

1670 AN EXPERIMENTAL AND DEMONSTRATIONAL PROGRAM TO IMPROVE THE STATUS OF HOUSEHOLD EMPLOYMENT, FINAL REPORT (MARCH 15, 1968--JULY 31, 1970). 70
BLACKOFF, EDWARD M.
HOUSEHOLD MANAGEMENT, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.;OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 249P.
DEMONSTRATION PROJECTS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, DOMESTICS, CAREER OPPORTUNITIES, ADULT VOCATIONAL EDUCATION, SERVICE OCCUPATIONS, ECONOMIC STATUS
TO DEMONSTRATE THE FEASIBILITY OF UTILIZING A COMMERCIAL HOUSEHOLD SERVICE BUSINESS TO CORRECT INEQUITIES CONNECTED WITH THE HOUSEHOLD OCCUPATIONS, NEARLY 400 UNDEREMPLOYED OR UNEMPLOYED PERSONS WERE ENROLLED IN A TRAINING AND WORK EXPERIENCE PROGRAM WITH A GUARANTEE OF EMPLOYMENT FOR GRADUATES. THE PROJECT FOUND THAT THE EXPLOITATION OF HOUSEHOLD WORKERS WAS DEEPLY ROOTED IN THE ATTITUDES AND PRACTICES OF THE EMPLOYERS, WHO STRONGLY RESISTED PAYING ADEQUATE CHARGES, DESPITE THE PROMISE OF PROFESSIONAL SERVICES AND GUARANTEED SATISFACTION. THE PROJECT POINTS OUT THE NEED FOR PROTECTIVE LEGISLATION. (BH)
AIM/ARM: VT013571

1671 EXPERIMENTAL ASSEMBLER (ANY IND.) 6-78.642--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, EXPERIMENTAL ASSEMBLERS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069777

1672 AN EXPERIMENTAL COMPARISON OF THE EFFECTS OF A FILM SLIDE-AUDIO TAPE AND A PRINTED BROCHURE ON FACTORS RELATED TO A CAREER IN INDUSTRIAL ARTS TEACHING. 69
YOUNG, WILLIAM H.
NOTES: 200P.
ACHIEVEMENT TESTS, ATTITUDE TESTS, BIBLIOGRAPHIES, CAREER OPPORTUNITIES, DOCTORAL THESES, EDUCATIONAL EXPERIMENTS, GRADE 11, HIGH SCHOOL STUDENTS, INDUSTRIAL ARTS TEACHERS, MALES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SLIDES, STUDY GUIDES, TAPE RECORDINGS, UNIVERSITY OF MISSOURI
TO COMPARE THE RELATIVE EFFECTIVENESS OF A FILM SLIDE-AUDIO TAPE AND A PRINTED BROCHURE AS A MEANS OF CONVEYING INFORMATION AND INFLUENCING STUDENT ATTITUDES RELATIVE TO INDUSTRIAL ARTS TEACHING AS A CAREER CHOICE, AND TO IDENTIFY THOSE CONCEPTS AND FACTORS WHICH CAN MOST EFFECTIVELY BE PRESENTED BY EACH METHOD, AN EXPERIMENT WAS CONDUCTED UTILIZING A POPULATION OF 126 11TH-GRADE BOYS IN SIX CENTRAL MISSOURI PUBLIC HIGH SCHOOLS. PRE- AND POST-TESTS OF KNOWLEDGE AND ATTITUDES INDICATED NO SIGNIFICANT DIFFERENCE BETWEEN THE EFFECTS OF THE TWO METHODS. ALL STUDENTS HAD SIGNIFICANTLY MORE FAVORABLE ATTITUDES AND A SIGNIFICANT INCREASE IN KNOWLEDGE. BOTH EXPERIMENTAL TREATMENTS HAD LASTING EFFECTS; THE POST-MEASURES FOR BOTH ATTITUDE AND KNOWLEDGE WERE SECURED 30 DAYS FOLLOWING THE TREATMENTS. REGARDLESS OF PRESENTATION METHOD, STUDENTS APPEAR TO BE INTERESTED IN CAREER INFORMATION WHICH DESCRIBES THE OCCUPATION, REPORTS THE OPPORTUNITIES AND ADVANTAGES OF THE CAREER, EXPLAINS THE SUBJECT MATTER, THE WORKING CONDITIONS AND THE TYPE OF WORK INVOLVED IN THE OCCUPATION, AND DESCRIBES THE

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1672 EDUCATIONAL REQUIREMENTS AND PROGRAMS AT THE COLLEGE OR UNIVERSITY. IT WAS CONCLUDED THAT STUDENTS EXPOSED TO CAREER INFORMATION WILL BE MORE LIKELY TO ENROLL IN EDUCATIONAL PROGRAMS LEADING TO CAREERS IN INDUSTRIAL ARTS TEACHING. (DM)
ERIC: ED032421 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106

1673 AN EXPERIMENTAL COMPARISON OF TWO METHODS OF TEACHING NUMERICAL CONTROL MANUAL PROGRAMMING CONCEPTS: VISUAL MEDIA VERSUS HANDS-ON EQUIPMENT. JUN 71
BIEKERT, RUSSELL
NOTES: 189P.
ACHIEVEMENT, ACTIVITY LEARNING, AUTOMATION, COLLEGE STUDENTS, COMPARATIVE ANALYSIS, DOCTORAL THESES, EDUCATIONAL EXPERIMENTS, NUMERICAL CONTROL, PERFORMANCE, PROGRAMERS, STUDENT INTERESTS, TEACHING METHODS, TRADE AND INDUSTRIAL EDUCATION, VISUAL LEARNING
ACCOMPANYING THE RAPID CHANGES IN TECHNOLOGY HAS BEEN A GREATER DEPENDENCE ON AUTOMATION AND NUMERICAL CONTROL, WHICH HAS RESULTED IN THE NEED TO FIND WAYS OF PREPARING PROGRAMERS FOR INDUSTRIAL MACHINES USING NUMERICAL CONTROL. TO COMPARE THE HANDS-ON EQUIPMENT METHOD AND A VISUAL MEDIA METHOD OF TEACHING NUMERICAL CONTROL, AN EXPERIMENTAL AND A CONTROL GROUP OF 47 COLLEGE INDUSTRIAL TECHNICAL EDUCATION STUDENTS WERE SELECTED. THE ANALYSIS OF DATA COLLECTED BY MEANS OF AN ACHIEVEMENT TEST, A PERFORMANCE TEST, AND AN INTEREST INVENTORY REVEALED NO SIGNIFICANT DIFFERENCE BETWEEN THE TWO METHODS. A MAJOR CONCLUSION WAS THAT COLLEGE STUDENTS ENROLLED IN A GENERAL METALS COURSE HAVE RELATIVELY EQUAL SUCCESS AT PROGRAMING POINT-TO-POINT NUMERICAL CONTROL PROBLEMS FROM EITHER A HANDS-ON EQUIPMENT METHOD OR A VISUAL MEDIA METHOD. THIS ED.D. DISSERTATION WAS PRESENTED TO ARIZONA STATE UNIVERSITY. (AUTHOR/JS)
ERIC: ED048499 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106 (MF $4.00: XEROGRAPHY $10.00)

1674 THE EXPERIMENTAL MANPOWER LABORATORY AS AN R + D CAPABILITY. FINAL REPORT. FEB 74
NATIONAL ACADEMY OF SCIENCES - NATIONAL RESEARCH COUNCIL, WASHINGTON, D. C. DIV. OF BEHAVIORAL SCIENCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 94P.: FINAL REPORT OF THE ADVISORY COMMITTEE ON THE ASSESSMENT OF EXPERIMENTAL MANPOWER R + D LABORATORIES
CORRECTIONAL REHABILITATION, DISADVANTAGED GROUPS, INDUSTRIAL TRAINING, INSTITUTIONAL RESEARCH, MANAGEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, STATE PROGRAMS, YOUTH EMPLOYMENT
THE REPORT PROVIDES AN ASSESSMENT OF THE SIX EXPERIMENTAL MANPOWER LABORATORIES SET UP BY THE MANPOWER ADMINISTRATION TO ENGAGE IN LONG-TERM RESEARCH CONCERNED WITH DEVELOPING IMPROVED MANPOWER SERVICE-DELIVERY SYSTEMS. AN ADVISORY COMMITTEE UNDER THE AUSPICES OF THE NATIONAL RESEARCH COUNCIL WAS ESTABLISHED TO CONDUCT THE ASSESSMENT. THE SIX LABORATORIES STUDIED WERE (1) COLORADO STATE UNIVERSITY EXPERIMENTAL MANPOWER LABORATORY, DENVER, COLORADO (DISADVANTAGED INDIVIDUALS): (2) EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS, DRAPER CORRECTIONAL CENTER, ELMORE, ALABAMA (CORRECTIONAL REHABILITATION): (3) UNIVERSITY OF MICHIGAN EXPERIMENTAL MANPOWER LABORATORY, ANN ARBOR, MICHIGAN (DISADVANTAGED INDIVIDUALS): (4) MOBILIZATION FOR YOUTH EXPERIMENTAL MANPOWER LABORATORY, NEW YORK, NEW YORK (HARD-TO-EMPLOY YOUTHS) (5) NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION, CHAPEL HILL, NORTH CARCLINA (IMPROVING STATE CAPABILITIES FOR PLANNING/DELIVERY MANPOWER SERVICES): AND (6) TRAINING AND TECHNOLOGY, OAK RIDGE, TENNESSEE (UPGRADING SKILLS IN AN INDUSTRIAL SETTING). THE ADVISORY COMMITTEE FOUND THE CONCEPT OF MANPOWER LABORATORIES VALID AND USEFUL AND HAS PRESENTED RECOMMENDATIONS TO ASSIST IN THE PLANNING AND ORGANIZING OF MORE EFFECTIVE LABORATORIES IN THE FUTURE. FINDINGS AND RECOMMENDATIONS ARE CATEGORIZED ACCORDING TO (1) PLANNING FOR LABORATORY EFFECTIVENESS, (2) REQUIREMENTS FOR EFFECTIVE MANAGEMENT, AND (3) UTILIZATION. THE DOCUMENTS THREE MAIN SECTIONS FOCUS ON DESCRIPTIVE BACKGROUND, PROGRAM ASSESSMENT, AND LABORATORY OPERATIONS. (EA)
ERIC: ED111936

1675 THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS PHASE I. FINAL REPORT (SEPTEMBER 1, 1968-MARCH 1, 1970). SEP 70
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 40P.
ADULT VOCATIONAL EDUCATION, CORRECTIONAL REHABILITATION, ECONOMIC STATUS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, ENVIRONMENTAL INFLUENCES, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MICROFICHE, PRISONERS, PROGRAM EVALUATION, STATE PROGRAMS, VOCATIONAL DEVELOPMENT, EMLC, EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS
FIVE STUDIES WERE CONDUCTED BY THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS (EMLC) DURING THIS REPORTING PERIOD. ONE DEALT WITH BARRIERS TO THE EMPLOYMENT OF RELEASED OFFENDERS: ANOTHER EXAMINED THE POST-RELEASE ECONOMIC STATUS OF THE OFFENDER, AND STILL ANOTHER DEALT WITH FACTORS WITHIN THE PRISON ENVIRONMENT WHICH APPEARED TO MARKEDLY AFFECT A MANPOWER TRAINING EFFORT. A FOURTH STUDY SOUGHT TO MODIFY THE SUBSTANDARD SPEECH OF A GROUP OF OFFENDERS. THE FIFTH STUDY WAS A PRELIMINARY ASSESSMENT OF THE SUCCESS OF THE ALABAMA STATE EMPLOYMENT SERVICE IN SECURING TRAINING-RELATED EMPLOYMENT FOR PRISONER TRAINEES. DURING THIS PERIOD THE EMLC CENTRALLY ADMINISTERED THE DEPARTMENT OF LABORS BONDING PROGRAM. PHASE II OF THIS REPORT IS AVAILABLE IN THIS ISSUE AS VT 018 075. (AUTHOR/AG)
ERIC: S0072194 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

(CONT.)
1675 (PB 211 729: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

1676 THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS PHASE II. FINAL REPORT (MARCH 1, 1970-AUGUST 31, 1971). SEP 71
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 49P.
ADULT VOCATIONAL EDUCATION, BEHAVIOR DEVELOPMENT, CORRECTIONAL REHABILITATION, EXPERIMENTAL PROGRAMS, FOLLOWUP STUDIES, INDIVIDUALIZED PROGRAMS, JOB TRAINING, MANAGEMENT EDUCATION, MANPOWER DEVELOPMENT, MICROFICHE, PRISONERS, PROGRAM DESCRIPTIONS, RECIDIVISM, REHABILITATION PROGRAMS, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, ALABAMA, EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS
THIS REPORT COVERS THESE FIVE MAJOR PROJECTS OF THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS (1) A MANPOWER TRAINING PROGRAM FOR ALABAMA PRISONERS, (2) AN EXPERIMENT IN CONTINGENCY MANAGEMENT, (3) IMPLEMENTATION OF TOKEN ECONOMY IN DRAPER CORRECTIONAL CENTER, (4) A MANPOWER TRAINING PROJECT FOR CORRECTIONAL OFFICERS, AND (5) A FOLLOWUP EFFORT FOCUSING ON RELEASED OFFENDERS. PROJECT OBJECTIVES, METHODS, PROCEDURES, PROBLEMS, AND RESULTS (AS COMPLETE AS POSSIBLE AT THE TIME OF THE PROJECTS TERMINATION) ARE GIVEN. SOME HIGHLIGHTS OF THE OVERALL PROGRAM ARE (1) OPEN ENTRY/EXIT FEATURE OF VOCATIONAL TRAINING WITH AN EMPHASIS ON INDIVIDUALIZATION, (2) THE BASIC EDUCATION DELIVERY SYSTEM (INDIVIDUALLY PRESCRIBED INSTRUCTION SYSTEM), (3) TECHNIQUES OF BEHAVIORAL CONTROL EMPLOYED IN THE TOKEN ECONOMY, (4) TECHNIQUES OF BEHAVIORAL SCIENCE TAUGHT TO TRADITIONAL CORRECTIONAL OFFICERS, (5) TECHNIQUES OF THE CONTINGENCY MANAGEMENT EXPERIMENT, AND (6) THE NEW MEASURING INSTRUMENTS DEVELOPED TO DETERMINE AN OFFENDERS ADJUSTMENT TO SOCIETY AND TO PREDICT RECIDIVISM. PHASE I OF THIS REPORT IS AVAILABLE IN THIS ISSUE AS VT 018 119. (AUTHOR/AG)
ERIC: ED072181 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-211 730: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

1677 EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS PHASE III. FINAL REPORT FOR THE PERIOD SEPTEMBER, 1971 TO FEBRUARY, 1973. FEB 73
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 46P.
EMPLOYMENT, EVALUATION, FOLLOWUP STUDIES, JOB PLACEMENT, MALES, MANPOWER UTILIZATION, PRISONERS, PROGRAMED INSTRUCTION, REHABILITATION, RESEARCH PROJECTS, STATISTICAL ANALYSIS, VOCATIONAL DEVELOPMENT
THIS REPORT COVERS THE OBJECTIVES, PROCEDURES, AND FINDINGS OF FOUR MAJOR PROJECTS DIRECTED BY THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTION (EMLC) (1) TOKEN ECONOMY (ECOLOGY) PROJECT, (2) CORRECTIONAL OFFICER TRAINING PROJECT, (3) LONGITUDINAL FOLLOW-UP STUDIES, AND (4) INFORMATION DISSEMINATION AND UTILIZATION PROJECT. EMLC GREW OUT OF AN EARLIER PROJECT CONDUCTED TO TEST THE FEASIBILITY OF USING PROGRAMED INSTRUCTION IN BASIC EDUCATION CLASSES FOR MALE FELONS. INCLUDED ARE AN OVERVIEW OF THE PROJECT, A DISCUSSION OF THE PROBLEMS ENCOUNTERED IN ITS OPERATION AND DEVELOPMENT, AND ANNOUNCEMENTS OF PROPOSED DIRECTIONS FOR PHASE IV STUDIES. (AUTHOR/SN)
ERIC: ED078166 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (OLMA-82-01-69-06-8, MF $0.95, HC $3.00)

1678 THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS. MAY 71
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 13P.: ABSTRACT OF INTERIM REPORT ON PHASE TWO, MARCH 1, 1970 TO MAY 15, 1971
ADULT BASIC EDUCATION, BEHAVIOR CHANGE, CORRECTIONAL EDUCATION, EDUCATIONAL INNOVATION, EXPERIMENTAL PROGRAMS, IMPROVEMENT PROGRAMS, INTERAGENCY COORDINATION, LEARNING LABORATORIES, MALES, MANPOWER DEVELOPMENT, MOTIVATION TECHNIQUES, REHABILITATION CENTERS, TASK PERFORMANCE, ALABAMA, DRAPER CORRECTIONAL CENTER
THE REHABILITATION RESEARCH FOUNDATION (RRF) PROPOSES TO CONDUCT, UNDER SUPERVISION OF THE STATE DEPARTMENT OF VOCATIONAL EDUCATION, A MANPOWER TRAINING PROGRAM FOR PRISONERS (MTPP) AT DRAPER CORRECTIONAL CENTER, ELMORE, ALABAMA. THE PROJECT IS PROPOSED FOR 13 MONTHS. THE PROPOSAL CONTAINS SEVERAL INNOVATIVE AND EXPERIMENTAL FEATURES, THE MOST SIGNIFICANT OF WHICH ARE THE PROJECTS RELATIONSHIPS WITH THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS (EMLC) AND A NEWLY CREATED CENTER FOR STUDIES IN COMMUNITY CORRECTIONS (CSCC) WHICH IS ALSO OPERATED BY THE RRF. DERIVED FROM THESE LINKAGES WILL BE TWO MUTUALLY BENEFICIAL OUTCOMES (1) THE EMLC WILL HAVE MANPOWER TRAINEES TO USE AS SUBJECTS IN ITS EXPERIMENTAL STUDIES AND CSCC WILL HAVE MANPOWER GRADUATES REFERRED TO IT FOR ITS TREATMENT, TRAINING, AND COORDINATED SERVICES PROGRAMS IN THE COMMUNITY: AND (2) THE MTPP WILL HAVE THE LABS INPUT FOR IMPROVING UPON ITS TRAINING AND REHABILITATIVE EFFORT AND AN OUTREACH COMMUNITY CENTER(CSCC) WHERE POSTRELEASE GRADUATES CAN RECEIVE FOLLOW-UP SERVICES, SUCH AS CONTINUING BASIC EDUCATION, CRISIS INTERVENTION, BEHAVIOR MODIFICATION, AND JOB DEVELOPMENT AND PLACEMENT. OTHER EXPERIMENTAL FEATURES OF THE PROPOSAL INCLUDE (1) SELECTION, TRAINING, AND PROVISION OF RELATED SERVICES FOR APPROXIMATELY 175 MALE INMATES OF THE ALABAMA PRISON SYSTEM: (2) APPLICATION OF CONTINGENCY MANAGEMENT PROCEDURES TO SHAPE OPTIMUM TRAINING PERFORMANCE AND BEHAVIOR CHANGE: AND (3) TO USE INCENTIVE PAYMENTS IN SIMULATING REAL LIFE EXPERIENCE. (AUTHOR/CK)
ERIC: ED059462

1679 THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS. PROGRESS REPORT ON PHASE III, JUNE THROUGH AUGUST, 1972. AUG 72
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 54P.
ADULT BASIC EDUCATION, ADULT EDUCATION PROGRAMS, ADULT VOCATIONAL EDUCATION, ANTI SOCIAL BEHAVIOR, BEHAVIORAL SCIENCE RESEARCH, BEHAVIOR CHANGE, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, DELINQUENT BEHAVIOR, INSTITUTIONAL PERSONNEL, PERFORMANCE CONTRACTS, POSITIVE REINFORCEMENT, PRISONERS, PROGRAMED INSTRUCTION, RECIDIVISM, TECHNICAL REPORTS, VOCATIONAL REHABILITATION, ENVIRONMENTAL DEPRIVATION SCALE, INDIVIDUALIZED READING SYSTEM FOR ADULTS, INDIVIDUALLY PRESCRIBED INSTRUCTION, MALADAPTIVE BEHAVIOR RECORD, PICTURE VOCATIONAL INTEREST INVENTORY, TESTS OF ADULT BASIC EDUCATION
THIS PROGRESS REPORT SUMMARIZES THE ACTIVITIES FROM JUNE TO AUGUST, 1972, OF THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS AT DRAPER CORRECTIONAL CENTER. EMLC STUDIES ARE DESIGNED TO DETERMINE IF BEHAVIOR MODIFICATION TECHNIQUES ARE FEASIBLE AND PROVIDE VIABLE ALTERNATIVES TO AVERSIVE CONTROL. IN THE TOKEN ECONOMY (ECOLOGY) PROJECT, INMATES ARE REWARDED FOR SOCIALLY ACCEPTABLE BEHAVIOR ON THE INSTITUTION FARM, IN THE BASIC EDUCATION COMPONENT, AND IN THE EXPERIMENTAL CELLBLOCK. THE CONTINGENCY MANAGEMENT STUDY, THE BASIC EDUCATION COMPONENT, USES A SYSTEM OF CONTINGENCY CONTRACTING COVERING UNITS OF PROGRAMMED INSTRUCTION PRESCRIBED FOR EACH SUBJECT ON THE BASIS OF HIS PRETEST SCORE ON THE TESTS OF ADULT BASIC EDUCATION. BASELINE DATA FOR INDIVIDUALS AND THE GROUP WERE COLLECTED DURING THIS REPORT PERIOD. PHASE I OF CORRECTIONAL OFFICER TRAINING WAS COMPLETED: IT INVOLVED COMPLETION OF SELF-INSTRUCTIONAL BOOKLETS. FOLLOWUP STUDIES FOR 1969 AND 1971 ARE UNDER WAY. THE LAB IS ALSO INVOLVED IN PREPARING AND DISSEMINATING A NUMBER OF MEASUREMENT AND TRAINING INSTRUMENTS AND PUBLICATIONS AND TECHNICAL CONSULTATION, CONFERENCES, SEMINARS, WORKSHOPS AND OTHER PROFESSIONAL ACTIVITIES. (KM)
ERIC: ED072330

1680 THE EXPERIMENTAL PANEL DATA RESOURCES AT THE POVERTY INSTITUTE DATA CENTER 1975
DICKINSON, K.: WATTS, H.W.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 263-269. BIBLIOG. 7
DATA BASES, ECONOMICS, GOVERNMENT AGENCY, INCOME TAX, LABOR FORCE, POVERTY, SOCIOLOGY
POVERTY INSTITUTE DATA ON NEGATIVE INCOME TAX IS DESCRIBED ALONG WITH SOME VARIABLES. ORIGINAL USE WAS TO DETERMINE THE EFFECT ON LABOR SUPPLY, BUT MANY SOCIOLOGICAL FACTORS ARE REFLECTED IN THE DATA.
PGMT: AER75E0263

1681 EXPERIMENTAL PERIOD OF THE INTERNATIONAL BACCALAUREATE OBJECTIVES AND RESULTS. 74
RENAUD, GERARD
INTERNATIONAL BUREAU OF EDUCATION, GENEVA (SWITZERLAND).
NOTES: 76P.
ADULT EDUCATION, ARTICULATION (PROGRAM), CURRICULUM DEVELOPMENT, EDUCATIONAL INNOVATION, EDUCATIONAL MOBILITY, EXPERIMENTAL SCHOOLS, FOREIGN STUDENTS, INTERNATIONAL PROGRAMS, MIGRANT EDUCATION, POST SECONDARY EDUCATION, SECONDARY EDUCATION, VOCATIONAL EDUCATION
ALTHOUGH THE INTERNATIONAL BACCALAUREATE EXPERIMENT HAS BASICALLY MUCH IN COMMON WITH OTHER SECONDARY TERMINAL OR UNIVERSITY ENTRANCE EXAMINATIONS, DESCRIBED AS TRADITIONAL, IT ATTEMPTS TO SEEK A SOLUTION TO THE PROBLEM OF MOBILE OR FOREGIN STUDENTS AND FOR ITS VARIOUS NEW APPROACHES TO THE QUESTION OF ASSESSMENT. THE PROJECT IS AN ACTION-RESEARCH EXPERIMENT AND THEREFORE WILL CONTINUE TO BE OF INTEREST TO STUDENTS OF INNOVATION GENERALLY. THE INITIAL OBJECTIVES OF IBO WERE PARTICULARLY DIRECTED TO MEETING THE NEEDS OF SPECIFICALLY INTERNATIONAL SCHOOLS WHATEVER THEIR FOCUS, BUT AT THE SAME TIME THERE WAS A GROWING AWARENESS OF THE POTENTIAL VALUE OF THIS EDUCATION LABORATORY, WITH ITS INTERNATIONAL PERSPECTIVE, TO ANY COUNTRY INTERESTED IN THE DEVELOPMENT OF CURRICULUM AND EXAMINATIONS. TAKING INTO ACCOUNT THE EXPERIMENTAL PERIOD, IBO NOW HOPES TO BROADEN COURSES SO AS TO OFFER NOT ONLY FIRST-CLASS ACADEMIC ORIENTATION, AS AT PRESENT, BUT ALSO TO OPEN UP THE WAY TO DIFFERENT TYPES OF POSTSECONDARY VOCATIONAL TRAINING: TO INCLUDE ADULT EDUCATION AND POSSIBLY LOWER AGE GROUPS AT THE SECONDARY LEVEL: AND TO DECENTRALIZE IB SERVICES. (AUTHOR/KE)
ERIC: ED112732 UNESCO PRESS, PLACE DE FONTENOY, 75 700 PARIS, FRANCE ($2.65)

1682 AN EXPERIMENTAL PROGRAM FOR ETHNIC MINORITY YOUTH FROM THE RURAL SOUTHWEST. VOLUME 4 OF A FOUR VOLUME FINAL REPORT. SEP 74
MILES, GUY H.:HENRY, WILLIAM F.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 69P.: FOR RELATED DOCUMENTS, SEE RC 008 227-229
AMERICAN INDIANS, ANGLO AMERICANS, BILINGUALISM, DROPOUT PREVENTION, MEXICAN AMERICANS, POST SECONDARY EDUCATION, PROGRAM COORDINATION, PROGRAM DEVELOPMENT, RURAL AREAS, SECONDARY EDUCATION, SELF ACTUALIZATION, SOCIAL ADJUSTMENT, SUPPLEMENTARY EDUCATION, VOCATIONAL ADJUSTMENT, YOUTH PROGRAMS, NAVAJOS, PAPAGOS, RURAL URBAN MIGRATION, SOUTHWEST
AS PART OF A STUDY DESIGNED TO DEVELOP YOUTH PROGRAMS WHICH WOULD MAXIMIZE SOCIAL AND OCCUPATIONAL ADJUSTMENT OF MINORITIES IN THE RURAL SOUTHWEST, THIS REPORT CONTAINS A DETAILED DESCRIPTION OF THE GENERAL FRAMEWORK AND/OR TENTATIVE GUIDELINES FOR A CHICANO YOUTH PROGRAM. ALSO INCLUDED ARE OPERATING PRINCIPLES FOR AN AMERICAN INDIAN PROGRAM DERIVED FROM STUDY OF NAVAJO AND PAPAGO YOUTH. THE CHICANO PROGRAM FOCUSES ON DROPOUT PREVENTION BASED ON THE RELATIONSHIP BETWEEN LACK OF FORMAL EDUCATION AND UNEMPLOYMENT. AS A COMPREHENSIVE, COORDINATED IN-SCHOOL/OUT-OF-SCHOOL PROGRAM DESIGNED TO MEET NEEDS

(CONT.)

1682 OF RURAL YOUTH (BOTH CHICANO AND ANGLO FROM 8TH GRADE THROUGH 20 YEARS). THIS PROGRAM WOULD SUPPLEMENT ESTABLISHED SERVICES: EMPHASIZE THE PRAGMATIC ASPECTS OF BILINGUALISM: AND MERGE THE CONCEPTS OF AN EDUCATIONAL PROGRAM (IN-SCHOOL) WITH MANPOWER TRAINING (OUT-OF-SCHOOL). THE OPERATING PRINCIPLES FOR THE INDIAN PROGRAM EMPHASIZE COORDINATION BETWEEN ON-RESERVATION AND OFF-RESERVATION PROGRAMS: INDIAN INVOLVEMENT IN POLICIES, PROCEDURES, ETC.: AND TOTAL FEDERAL SUPPORT ON A PERMANENT BASIS. ON-RESERVATION GOALS EMPHASIZE TEACHING USEFUL JOB SKILLS AND PROVIDING PRACTICAL EXPERIENCES WHICH DEFINE WAYS INDIAN YOUTH CAN HELP THEIR PEOPLE. OFF-RESERVATION GOALS EMPHASIZE GETTING ALONG IN THE ANGLO CULTURE, BUT FROM AN INDIAN POINT OF VIEW, CONSIDERING SUCH QUESTIONS AS HOW THE ANGLO WORK SYSTEM OPERATES. (JC)
ERIC: ED100541 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

1683 EXPERIMENTS WITH RETRAINING. 66
SHULTZ, GEORGE P.:WEBER, ARNOLD R.
NOTES: 49P.: CHAPTER 6 IN STRATEGIES FOR THE DISPLACED WORKER, BY GEORGE P. SHULTZ AND ARNOLD R. WEBER.
COOPERATIVE PROGRAMS, COURSE CONTENT, DROPOUT RATE, EDUCATIONAL FACILITIES, EMPLOYMENT, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, FEMALES, JOB LAYOFF, LABOR MARKET, LABOR UNIONS, NEGROES, PRIVATE AGENCIES, PROGRAM EVALUATION, SCHEDULING, SEGREGATED PUBLIC FACILITIES, TRAINING ALLOWANCES, VOCATIONAL RETRAINING, WAGES, ARMOUR AND COMPANY, FORT WORTH, MANPOWER DEVELOPMENT AND TRAINING ACT, OKLAHOMA CITY, SIOUX CITY
WHEN ARMOUR AND COMPANY FACED A SHUTDOWN OF SIX PLANTS, IT JOINED IN A COOPERATIVE PROGRAM OF VOCATIONAL RETRAINING WITH TWO LABOR UNIONS: AN AUTOMATION FUND COMMITTEE WAS FORMED, WITH REPRESENTATION FROM MANAGEMENT, THE UNIONS, AND PUBLIC (COLLEGE PROFESSORS): AND AN EXPERIMENTAL PROGRAM IN OKLAHOMA CITY PROVIDED EXPERIENCE WHICH WAS APPLIED IN FORT WORTH, SIOUX CITY (UNDER THE MDTA PROGRAM), AND KANSAS CITY. TENTATIVE ASSESSMENT SHOWED THAT (1) DROPOUT RATES WERE LOW IN OKLAHOMA CITY WHERE SELECTION WAS RIGID AND LOWER IN FORT WORTH, WHERE THE PROGRAM WAS ON A CONTINUOUS CYCLE AND UNEMPLOYMENT BENEFITS WERE PROVIDED, THAN IN SIOUX CITY, WHERE THERE WAS A FIXED SCHEDULE AND TRAINING ALLOWANCES UNDER MDTA: (2) EMPLOYMENT RECORDS WERE BEST FOR FORT WORTH AND BETTER FOR ALL RETRAINEES THAN FOR NONTRAINEES: (3) IN SIOUX CITY 55.6% OF TRAINEES TOOK JOBS DIRECTLY RELATED TO THEIR TRAINING AND IN FORT WORTH ONLY 35.5% DID SO: (4) RETRAINEES EARNED LESS IN NEW JOBS THAN THEY HAD AT ARMOUR, WITH THE SIOUX CITY TRAINEES FARING BETTER, BUT IN FORT WORTH EARNINGS OF THE ENTIRE GROUP ROSE OVER 10% IN ONE YEAR. IN REVIEW, IT SEEMS THAT THESE PROGRAMS ARE FEASIBLE, BUT ADEQUATE AND UNSEGREGATED EDUCATIONAL FACILITIES MUST BE PROVIDED, THE TRAINING PROGRAM MUST PROCEED BY STAGES, AND THE RISK OF LABOR MARKET DEMAND MUST BE ACCEPTED. (EB)
ERIC: ED028313 HARPER & ROW, KEYSTONE INDUSTRIAL PARK, SCRANTON, PA. 18512 ($4.95)

1684 AN EXPLORATION OF SUBORDINATE SATISFACTION AND ANXIETY AS A FUNCTION OF SEX AND LEADER BEHAVIOR IN BLACK SOCIAL SERVICE ORGANIZATION 1975
MURPHY, C.J.: SCHRIESHEIM, C.A.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 445-447. BIBLIOG. 11
BEHAVIORAL SCIENCE, BLACKS, CORRELATION ANALYSIS, HUMAN BEHAVIOR, JOB SATISFACTION, LEADERSHIP, MANAGEMENT, MINORITIES, SUPERIOR SUBORDINATE RELATIONSHIP, WOMEN IN BUSINESS
SEX IS A SIGNIFICANT MODERATOR OF LEADER BEHAVIOR- SUBORDINATE SATISFACTION RELATIONSHIPS. ALTHOUGH THE MALE SUBORDINATES GENERALLY EXPERIENCED INCREASED LEVELS OF ANXIETY BY LEADERSHIP ROLE ASSUMPTION, THIS WAS PARTICULARLY MARKED FOR THOSE WORKING UNDER FEMALE LEADERS. FEMALE LEADERS DO NOT ADVERSELY AFFECT MALE SUBORDINATE SATISFACTION.
MGMT: AMJ75MP445

1685 EXPLORATION OF THE PROBLEM OF TRAINING AND RETRAINING THE UNEMPLOYED, A SUMMARY REPORT. APP 53
KARAGEUSIAN, MUGITCH A.
NOTES: 25P.
ACADEMIC ACHIEVEMENT, DROPOUTS, FEDERAL PROGRAMS, LABOR UNIONS, MOTIVATION, UNEMPLOYED, VOCATIONAL EDUCATION, VOCATIONAL RETRAINING, AREA REDEVELOPMENT ACT, MICHIGAN, MICHIGAN EMPLOYMENT SECURITY COMMISSION, MOTT FOUNDATION RETRAINING PROGRAM, WEST VIRGINIA
IN THE FALL OF 1961, THERE WERE APPROXIMATELY 300,000 UNEMPLOYED IN MICHIGAN, ABOUT HALF OF THESE WERE LOCATED IN THE DETROIT METROPOLITAN AREA. OF THE 61.8 PERCENT WHO HAD NOT COMPLETED HIGH SCHOOL, 30.1 PERCENT DROPPED OUT DURING GRADES 9-11, AND THE REMAINDER HAD 8 YEARS OR LESS OF EDUCATION. SOME ATTEMPTS TO RELIEVE THE UNEMPLOYMENT SITUATION HAVE BEEN MADE BY THE MICHIGAN EMPLOYMENT SECURITY COMMISSION, THE MOTT FOUNDATION RETRAINING PROGRAM IN FLINT, UNION-MANAGEMENT AGREEMENTS, AND FEDERAL LEGISLATION. THE LOW RESPONSE OF THE UNEMPLOYED TO RETRAINING PROGRAMS CLEARLY INDICATED A MOTIVATION PROBLEM. MOST OF THE UNEMPLOYED CONTACTED ABOUT A RETRAINING PROGRAM IN WEST VIRGINIA WERE NOT INTERESTED, EXPECTED TO BE CALLED BACK TO WORK SOON, OR FELT THEY WERE TOO OLD TO BE STARTING OVER AGAIN. THE VOCATIONAL TRAINING FACILITIES AND PERSONNEL IN PUBLIC SCHOOLS MUST BE EFFECTIVELY USED TO HELP ALLEVIATE THE PRESENT UNEMPLOYMENT EMERGENCY. TRAINING MUST BE UNDERTAKEN WITH THE COOPERATIVE EFFORTS OF THE SCHOOL AND THE COMMUNITY. SCHOOLS MUST BE REORGANIZED TO MEET THE NEEDS OF BOTH STUDENTS AND SOCIETY AT LARGE. (PS)
AIM/ARM: VT000342

1686 EXPLORATIONS IN LOW PAY, COLLECTIVE BARGAINING AND ECONOMIC MOBILITY. AUG 73
DOERINGER, PETER B.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

(CONT.)
1686 NOTES: 144P.
COLLECTIVE BARGAINING, ECONOMICS, EMPLOYMENT, LABOR ECONOMICS, LABOR MARKET, LABOR UNIONS, LOW INCOME GROUPS, OCCUPATIONAL MOBILITY, UNIONS, WAGES, WORK ENVIRONMENT
TRADE UNIONS AND COLLECTIVE BARGAINING CAN SHAPE THE COMPENSATION AND OPPORTUNITIES FOR ADVANCEMENT OF WORKERS. THE ECONOMIC OUTCOME AT THE WORK PLACE OF UNION ACTIVITY AFFECTS COMPENSATION LEVELS, LIFETIME ECONOMIC ADVANCEMENT, AND THE STRUCTURE OF EMPLOYMENT. THE SUCCESS OR FAILURE OF TRADE UNIONS OFTEN DEPEND ON THE MANIPULATION OF ECONOMIC CONSTRAINTS OUTSIDE THE BARGAINING RELATIONSHIP, SUCH AS CONTROL OVER ENTRY INTO THE LABOR MARKET, RESTRICTIONS ON NON-UNION COMPETITION, AND REGULATION OF PRODUCT MARKETS. WHILE UNIONIZATION GENERALLY RAISES EARNINGS, ITS EFFECTS ARE PARTICULARLY STRONG FOR POORLY EDUCATED WORKERS AND BLACK MALES. UNIONS STABILIZE WORK THROUGH SYSTEMATIC ASSIGNMENT OF APPRENTICES, MORE REGULAR EMPLOYMENT OF OLDER WORKERS, REDISTRIBUTION FROM THE SENIOR TO THE LESS SENIOR, AND THE REDUCTION OF VOLUNTARY TURNOVER. (MS)
ERIC: ED082048

1687 EXPLORATORY EMPIRICAL RESEARCH ON THE PATHOLOGY OF SECONDARY LABOR MARKETS. WHY IS THE UNEMPLOYMENT RATE SO HIGH AT FULL EMPLOYMENT: PROSPECTS FOR SHIFTING THE PHILLIPS CURVE THROUGH MANPOWER POLICY. 71
HALL, ROBERT E.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 88P.
BUSINESS CYCLES, ECONOMIC RESEARCH, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEDERAL PROGRAMS, JOB MARKET, LABOR ECONOMICS, LABOR LEGISLATION, LABOR MARKET, LABOR TURNOVER, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, PUBLIC POLICY, STATISTICAL DATA, SUBEMPLOYMENT, UNEMPLOYMENT
THE COLLECTION OF THREE DOCUMENTS OFFERS A TWO-PAGE SUMMARY OF RESEARCH CONDUCTED IN 1970 AND THE TWO RESULTING PAPERS. MOST OF THE WORK INVOLVED THE PREPARATION AND ANALYSIS OF DATA FROM THE SURVEY OF ECONOMIC OPPORTUNITY. THE FIRST PAPER, WHY IS THE UNEMPLOYMENT RATE SO HIGH AT FULL EMPLOYMENT EXAMINES THE NATURE OF THE UNEMPLOYMENT THAT REMAINS EVEN WHEN AGGREGATE DEMAND IS STRONG. A BASIC THEME IS THAT THE KEYNESIAN DICHOTOMY BETWEEN FRICTIONAL AND INVOLUNTARY UNEMPLOYMENT IS NOT A VERY USEFUL WAY TO LOOK AT THE PROBLEM OF UNEMPLOYMENT AT FULL EMPLOYMENT. THE MAIN PART OF THE PAPER IS DEVOTED TO AN EMPIRICAL STUDY OF DATA ON WORKERS WHO WERE UNEMPLOYED AT SOME TIME IN 1966. THE IMPLICATION OF VARIOUS ALTERNATIVE HYPOTHESES ABOUT UNEMPLOYMENT ARE TESTED. OTHER RESEARCH RESULTS TOGETHER WITH SUBSEQUENT RESEARCH ARE REPORTED IN THE SECOND PAPER, PROSPECTS FOR SHIFTING THE PHILLIPS CURVE THROUGH MANPOWER POLICY. THE PAPER EXAMINES A VARIETY OF ALTERNATIVE MANPOWER POLICIES AND ATTEMPTS TO MAKE A QUANTITATIVE APPRAISAL OF THEIR EFFECTS ON THE TRADE OFF BETWEEN INFLATION AND UNEMPLOYMENT. THE PAPER SURVEYS CRITICALY EXISTING AND PROPOSAL FEDERAL PROGRAMS OF ALL THREE KINDS AND CONCLUDES THAT ONLY A RELATIVELY SMALL SHIFT IN THE PHILLIPS CURVE COULD BE ACHIEVED THROUGH PROGRAMS THAT ARE POLITICALLY FEASIBLE. (AUTHOR)
ERIC: ED095276

1688 AN EXPLORATORY STUDY OF SPECIFIC FACTORS IN A PRISON ENVIRONMENT THAT AFFECT A MANPOWER TRAINING PROJECT. APR 70
BARTON, MARLIN C.;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 105P.
CHANGING ATTITUDES, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CORRELATION, DATA COLLECTION, EDUCATIONAL PROGRAMS, EDUCATIONAL RESEARCH, ENVIRONMENTAL INFLUENCES, FACTOR ANALYSIS, INTERVENTION, MANPOWER DEVELOPMENT, PROJECTS, RATING SCALES, STAFF ORIENTATION, SURVEYS, ALABAMA, DRAPER CORRECTIONAL INSTITUTE, ELMORE
AN EXPLORATORY STUDY OF A PRISON COMMUNITY IS PRESENTED. THE STUDY EMPLOYED A THREE-PHASE DESIGN (1) A PRE-SURVEY OF THE PRISON COMMUNITY, (2) LIMITED INTERVENTION, BASED ON FINDINGS OF THE PRE-SURVEY, AND (3) A POST-SURVEY TO DETERMINE EFFECTS OF INTERVENTION AND TO VALIDATE FINDINGS OF THE PRE-SURVEY FOR WHICH NO INTERVENTION HAD BEEN DESIGNED. SAMPLES WERE DRAWN FROM TRAINEES IN THE 1968-69 MANPOWER DEVELOPMENT AND TRAINING (MDT) PROJECT AT DRAPER CORRECTIONAL CENTER, ELMORE, ALABAMA, FROM NONTRAINEE INMATES AT THE SAME INSTITUTION, FROM DRAPER CORRECTIONAL CENTER STAFF, AND FROM REHABILITATION RESEARCH FOUNDATION STAFF. POSITIVE CORRELATIONS WERE OBTAINED IN EACH OF THE STAFF SAMPLES BETWEEN SCORES ON AN ACCURACY OF INFORMATION SCALE AND THOSE ON A POSITIVITY OF ATTITUDE SCALE ON BOTH THE PRE- AND POST-INTERVENTION SURVEYS. PRE-TO-POST GAINS IN BOTH ATTITUDE AND INFORMATION SCORES WERE ALSO REGISTERED BY MOST SUBJECTS. THE DATA GATHERED IN THIS EXPLORATORY STUDY AND THE EXPERIENCE GAINED CAN BE OF CONSIDERABLE VALUE IN PLANNING MORE RIGOROUS DESIGN IN EFFORTS TO EXPLORE ENVIRONMENTAL FACTORS THAT AFFECT A MANPOWER TRAINING PROGRAM FOR PRISONERS. ALSO, PERSONS OR AGENCIES SETTING UP A MANPOWER TRAINING PROGRAM OF ANY OTHER SIMILAR EFFORT IN AN INSTITUTIONAL SETTING MAY FIND IN THIS REPORT PATTERNS FOR PLANNING WHICH CAN HELP THEM MAXIMIZE EFFORTS TO GENERATE POSITIVE ATTITUDES ON THE PART OF THOSE IN THE PRISON ENVIRONMENT WHOSE BEHAVIOR TOWARD THE PROGRAM AFFECTS THE DEGREE OF SUCCESS IT MAY ACHIEVE. (AUTHOR/CK)
ERIC: ED059443

1689 AN EXPLORATORY STUDY OF THE SOCIOLOGICAL AND PSYCHOLOGICAL IMPACTS OF MID-CAREER CHANGES FOR WOMEN. FINAL REPORT. 75
NERO, SHARON A.
WISCONSIN UNIV. - STOUT, MENOMONIE. CENTER FOR VOCATIONAL, TECHNICAL AND ADULT EDUCATION.

(CONT.)
1689 NOTES: 52P.
ADULT STUDENTS, CAREER CHANGE, CAREER PLANNING, DECISION MAKING, FAMILY ATTITUDES, FEMALES, MIDDLE AGED, PARTICIPANT CHARACTERISTICS, PERSONAL GROWTH, POST SECONDARY EDUCATION, QUESTIONNAIRES, RESEARCH, ROLE CONFLICT, SELF CONCEPT, SEX DISCRIMINATION, SOCIOECONOMIC STATUS, SURVEYS, VOCATIONAL EDUCATION, WORKING WOMEN
THE STUDY EXPLORED THE IMPACT OF MID-CAREER CHANGES FOR WOMEN WHO WERE ENROLLED IN OR HAD RECENTLY COMPLETED A PROGRAM IN THE WISCONSIN VOCATIONAL, TECHNICAL, AND ADULT EDUCATION (VTAE) SYSTEM FOR THE PURPOSE OF CHANGING CAREERS FROM HOUSEWIFE AND MOTHER TO THAT OF LABOR FORCE PARTICIPANT. SIXTY-SIX WOMEN, AGED 30-49, RETURNED A SURVEY QUESTIONNAIRE THAT SOUGHT INFORMATION ABOUT SOCIOECONOMIC, MARITAL, AND EDUCATIONAL STATUS; THE EFFECT OF THE CHANGE ON INTERPERSONAL RELATIONSHIPS AND LIFE STYLES; MOTIVATION FOR CHANGE RESULTING BENEFITS AND LIABILITIES; AND SELF-IMAGE. AN IMPORTANT OBJECTIVE WAS TO DEVELOP IMPLICATIONS AND RECOMMENDATIONS FOR VTAE SYSTEM PROGRAMING AND TO DESIGN A MODEL OF MID-CAREER DECISION MAKING FOR WOMEN. IT WAS FOUND THAT THE PRIMARY MOTIVATION FOR A RETURN TO SCHOOL WAS FINANCIAL. THE MAJORITY EXPERIENCED A FEELING OF ACHIEVEMENT AND AN INCREASE IN SELF-CONFIDENCE, WITH NEW FRIENDS, INTERESTS, AND EXPERIENCES RATED AS IMPORTANT BENEFITS. THE GREATEST PROBLEMS WERE ADJUSTING TO THE STUDENT ROLE AND COPING WITH THE DEMANDS OF HOME AND SCHOOL RESPONSIBILITIES. SUGGESTIONS WERE OFFERED ON WAYS TO ENCOURAGE WOMEN TO ENTER TO ENTER MALE-ORIENTED OCCUPATIONS AND ON WAYS TO IMPROVE PREPARATION AND COUNSELING FOR RE-ENTERING SCHOOL AND THE LABOR MARKET. (NJ)
ERIC: ED120567

1690 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION SECTION REPORT ON CHEF/COOK AND DENTAL ASSISTANT, AND LICENSED PRACTICAL NURSE. 31 JUL 72
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. COLUMBUS LABS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 140P.
COOKS, CURRICULUM DEVELOPMENT, DENTAL ASSISTANTS, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, ENTRY WORKERS, FOOD SERVICE INDUSTRY, FOOD SERVICE OCCUPATIONS, FOOD SERVICE WORKERS, JOB ANALYSIS, JOB SKILLS, LABOR MARKET, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, PRACTICAL NURSING, SKILL ANALYSIS, TASK ANALYSIS
THE REPORT IS ONE OF A SERIES WHICH SUPPLEMENTS OVERALL REPORT EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA. IT PRESENTS DETAILED TASK ANALYSES IN RESULTS OF EMPLOYER SKILL REQUIREMENTS FOR CHEF/COOK, DENTAL ASSISTANT, AND LICENSED PRACTICAL NURSE. THE PURPOSE OF THE STUDY IS TO DEVELOP INFORMATION FOR CURRICULUM DEVELOPMENT WHICH CAN BE USED TO REDUCE DISCREPANCIES BETWEEN SKILLS EMPLOYERS DESIRE AND THOSE STUDENTS ACQUIRE IN VOCATIONAL EDUCATION. (AUTHOR)
ERIC: ED085575 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-223 154, MF $1.45, HC $4.50)

1691 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA SECTION REPORT ON AUTOMOBILE ENGINE MECHANICS. 31 JUL 72
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. COLUMBUS LABS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 293P.
AUTO MECHANICS (OCCUPATION), CURRICULUM DEVELOPMENT, EMPLOYER ATTITUDES, EMPLOYMENT QUALIFICATIONS, ENGINES, ENTRY WORKERS, LABOR MARKET, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, SKILL ANALYSIS, TABLES (DATA), TASK ANALYSIS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION
THE REPORT IS ONE OF A SERIES WHICH SUPPLEMENTS THE OVERALL REPORT EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA. THE PRESENT REPORT PRESENTS DETAILED TASK ANALYSES AND RESULTS OF EMPLOYERS SKILL REQUIREMENTS FOR AUTO MECHANICS. THE PURPOSE OF THE STUDY WAS TO DEVELOP INFORMATION FOR CURRICULUM DEVELOPMENT WHICH COULD BE USED TO REDUCE DISCREPANCIES BETWEEN SKILLS EMPLOYERS DESIRE AND THOSE STUDENTS ACQUIRE IN VOCATIONAL EDUCATION. (AUTHOR)
ERIC: ED085510 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-222 958, MF $1.45, HC $6.50)

1692 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA SECTION REPORT ON CLERK TYPIST/CLERK STENOGRAPHER, BOOKKEEPER, AND SALESPERSON. 31 JUL 72
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. COLUMBUS LABS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 86P.
BOOKKEEPING, BUSINESS EDUCATION, BUSINESS SKILLS, CLERICAL OCCUPATIONS, CURRICULUM DEVELOPMENT, CURRICULUM EVALUATION, EMPLOYER ATTITUDES, EMPLOYMENT QUALIFICATIONS, ENTRY WORKERS, LABOR MARKET, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, SALES WORKERS, SKILL ANALYSIS, STENOGRAPHERS, TASK ANALYSIS, TYPISTS, VOCATIONAL EDUCATION
THE REPORT IS ONE OF A SERIES WHICH SUPPLEMENTS THE OVERALL REPORT EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA. IT PRESENTS DETAILED TASK ANALYSES AND RESULTS OF EMPLOYERS SKILL REQUIREMENTS FOR BOOKKEEPER, CLERK TYPIST/CLERK STENOGRAPHER, AND SALESPERSON. THE PURPOSE OF THE STUDY IS TO DEVELOP INFORMATION FOR CURRICULUM

(CONT.)

1692 DEVELOPMENT WHICH COULD BE USED TO REDUCE DISCREPANCIES BETWEEN SKILLS EMPLOYERS DESIRE AND THOSE STUDENTS ACQUIRE IN VOCATIONAL EDUCATION. (AUTHOR)
ERIC: ED085511 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-223 095, MF $1.45, HC $3.75)

1693 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA SECTION REPORT ON CONSTRUCTION ELECTRICIAN, NUMERICALLY CONTROLLED MACHINE TOOL OPERATOR, AND CONSTRUCTION CARPENTER. 31 JUL 72
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. COLUMBUS LABS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 255P.
APPRENTICESHIPS, BUILDING TRADES, CARPENTERS, CONSTRUCTION INDUSTRY, CURRICULUM DEVELOPMENT, ELECTRICIANS, EMPLOYER ATTITUDES, ENTRY WORKERS, LABOR UNIONS, MACHINE TOOL OPERATORS, SCHOOL INDUSTRY RELATIONSHIP, SKILL ANALYSIS, TABLES (DATA), TASK ANALYSIS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION
THE REPORT IS ONE OF A SERIES WHICH SUPPLEMENTS OVERALL REPORT EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA. IT PRESENTS DETAILED TASK ANALYSES AND RESULTS OF EMPLOYER SKILL REQUIREMENTS FOR CONSTRUCTION CARPENTER, CONSTRUCTION ELECTRICIAN, AND NUMERICALLY CONTROLLED MACHINE TOOL OPERATOR. THE PURPOSE OF THE STUDY WAS TO DEVELOP INFORMATION FOR CURRICULUM DEVELOPMENT WHICH COULD BE USED TO REDUCE DISCREPANCIES BETWEEN SKILLS EMPLOYERS DESIRE AND THOSE STUDENTS ACQUIRE IN VOCATIONAL EDUCATION. (AUTHOR)
ERIC: ED085509 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-223 096, MF $1.45, HC $6.25)

1694 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA. SECTION REPORT ON DENTAL ASSISTANT.
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 56P.
BIBLIOGRAPHIES, CURRICULUM EVALUATION, DENTAL ASSISTANTS, EDUCATIONAL RESEARCH, EMPLOYEE RESPONSIBILITY, HEALTH OCCUPATIONS EDUCATION, HIGH SCHOOL CURRICULUM, JOB SKILLS, JOB TRAINING, PROGRAM EVALUATION
A SURVEY WAS MADE OF THE DENTAL DEPARTMENTS IN TWO HOSPITALS, TWO PUBLIC DENTAL OUT-PATIENT CLINICS, AND SEVEN PRIVATE PRACTICING DENTISTS TO IDENTIFY THE TASKS PERFORMED BY THE DENTAL ASSISTANT AND EVALUATE THE EXISTING DENTAL ASSISTANT CURRICULUM IN DETROIT SCHOOLS. ANALYSIS OF DATA REVEALED THAT MANY OF THE DENTAL ASSISTANTS LEARNED THEIR SKILLS ON THE JOB AND IN MANY INSTANCES WERE USED AS RECEPTIONIST, CARE TAKER, ERRAND GIRL, OR PERSONAL SECRETARY RATHER THAN IN DENTAL ACTIVITIES. TO THE EMPLOYERS, PERFORMANCE OF LABORATORY PROCEDURES WAS NOT CONSIDERED APPROPRIATE FOR THE ASSISTANT. THE EMPLOYERS ALSO RATED EIGHT ASSISTANT FUNCTIONS ACCORDING TO WHETHER THEY SHOULD BE TAUGHT IN HIGH SCHOOL OR ON THE JOB, AND THESE RATINGS WERE USED WHEN EVALUATING THE CURRICULUM. EXAMINATIONS OF THE EXISTING CURRICULUM RESULTED IN RECOMMENDATIONS FOR SPECIFYING PROGRAM OBJECTIVES, SELECTION OF STUDENTS, COURSE CONTENT, TRAINING FACILITIES, CLINICAL EXPERIENCE, AND PROGRAM EVALUATION. SURVEY DATA TABLES, A LISTING OF EQUIPMENT AND SUPPLIES, AND BIBLIOGRAPHY OF REFERENCE BOOKS AND FILMS ARE APPENDED. (SB)
ERIC: ED050255

1695 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA. SECTION REPORT ON LICENSED PRACTICAL NURSE.
BATTELLE MEMORIAL INST., COLUMBUS, OHIO. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 51P.
CURRICULUM DEVELOPMENT, EMPLOYEE RESPONSIBILITY, EMPLOYMENT QUALIFICATIONS, ENTRY WORKERS, GUIDELINES, HEALTH OCCUPATIONS EDUCATION, HIGH SCHOOL CURRICULUM, JOB SKILLS, JOB TRAINING, PRACTICAL NURSING, PROGRAM DEVELOPMENT
TO DEVELOP A HIGH SCHOOL PRACTICAL NURSING CURRICULUM, A SURVEY WAS MADE OF SIX HOSPITALS, FOUR NURSING HOMES, AND ONE PUBLIC HEALTH AGENCY TO INVESTIGATE CURRENT AND EXPECTED CONTENT OF THE OCCUPATION AND TO DETERMINE ATTRIBUTES AND PERSONAL CHARACTERISTICS EMPLOYERS LOOK FOR IN PRACTICAL NURSES. ANALYSIS OF DATA REVEALED THAT EMPLOYERS ASSESS ENTRY-LEVEL PRACTICAL NURSES IN TERMS OF AMOUNT OF EDUCATION, JOB SKILLS, AND PERSONAL QUALIFICATIONS. THE EMPLOYERS ALSO RATED 11 GROUPS OF TASKS ACCORDING TO THE DESIRABILITY, IMPORTANCE, PRIOR KNOWLEDGE, AND FREQUENCY OF THE TASKS. ON THE BASIS OF DATA FROM EMPLOYERS, GUIDELINES WERE SUGGESTED FOR DEVELOPING PRACTICAL NURSING PROGRAMS, INCLUDING GENERAL PROGRAM CHARACTERISTICS, DATA TO OBTAIN PRIOR TO ESTABLISHING A PROGRAM, PROGRAM ORGANIZATION, STUDENT SELECTION, CURRICULUM, AND FACILITIES AND POLICIES FROM COOPERATING AGENCIES. SURVEY DATA TABLES AND SOURCES OF INFORMATION ARE APPENDED. (SB)
ERIC: ED050256

1696 EXPLORING LINKS BETWEEN NAVAL AND CIVILIAN CAREERS LATERAL TRANSFER AND EIGHT-YEAR CAREERS. 7 DEC 73
THOMAS, JOHN; AND OTHERS
HUDSON INST., CROTON-ON-HUDSON, N.Y. OFFICE OF NAVAL RESEARCH, ARLINGTON, VA.
NOTES: 173P.

(CONT.)

1696 CAREER CHANGE, CAREER OPPORTUNITIES, FEASIBILITY STUDIES, INDUSTRIAL PERSONNEL, JOB TENURE, MILITARY PERSONNEL, OCCUPATIONAL INFORMATION, OCCUPATIONAL MOBILITY, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT
THIS REPORT EXAMINES TWO SPECIFIC FEASIBILITY AREAS LATERAL TRANSFER OF PERSONNEL BETWEEN THE NAVY AND INDUSTRY, AND SHORT NAVAL CAREERS. DURING THE COURSE OF THE STUDY, DISCUSSIONS WERE HELD WITH SENIOR REPRESENTATIVES OF 38 CORPORATIONS, WITH LABOR UNION OFFICIALS AND WITH SEVERAL NAVY AREAS, INCLUDING THE SECTIONS OF BUPERS AND THE NAVAL TRAINING COMMAND. THE STUDY HAS BEEN EXPLORATORY IN NATURE AND HAS SOUGHT PRIMARILY TO DETERMINE THE REACTION OF INDUSTRY AND OF LABOR TO THE TWO CONCEPTS. THE FOLLOWING CONCLUSIONS ARE PRESENTED THE PRINCIPLE OF LATERAL TRANSFER BETWEEN INDUSTRY AND THE NAVY IS ACCEPTABLE TO INDUSTRY; NAVY PERSONNEL REQUIREMENTS, AT LEAST AS REGARDS OFFICERS, CAN BE FULFILLED FROM THE NAVAL RESERVE COMPONENT FOR THE FORESEEABLE FUTURE; PRECEDENTS FOR LATERAL TRANSFER BETWEEN INDUSTRY AND NAVY EXIST; THE LATERAL TRANSFER OF CIVILIANS INTO THE NAVY POSTULATED DURING THE DISCUSSION OF THE IDEA WITH INDUSTRY DOES NOT APPEAR TO BE WORKABLE; SHORT TERM LATERAL TRANSFER OF NAVAL OFFICERS TO INDUSTRY APPEARS QUITE WORKABLE. SUMMARIES OF THE DISCUSSIONS WITH THE INDUSTRIES APPROACHED ARE APPENDED. (AUTHOR/SA)
ERIC; ED102287 HUDSON INSTITUTE, INC., QUAKER RIDGE ROAD, CROTON-ON-HUDSON, NEW YORK 10520 ($5.00)

1697 EXPLORING NONCONVENTIONAL CAREERS FOR WOMEN NOV 75
MORRIS, JANE
SCHOOL COUNSELOR;23;2;127-131
CAREER EDUCATION, SEX ROLE, GROUP DISCUSSION, FEMALES, VOCATIONAL DEVELOPMENT, SENIOR HIGH SCHOOLS, SEX DISCRIMINATION, ROLE PLAYING, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION
THE AUTHOR DESCRIBES A PROGRAM INVOLVING GROUP DISCUSSION, ROLE PLAYING AND OTHER PROCEDURES THAT AIM AT PROMPTING SENIOR HIGH SCHOOL GIRLS TO CONSIDER CAREERS THAT ARE TRADITIONALLY IDENTIFIED AS TYPICAL FOR MALES. (SE)
ERIC; EJ129054

1698 EXPLORING STEREOTYPES OF POPULAR AND UNPOPULAR OCCUPATIONS AMONG WOMEN-IN-GENERAL APR 75
PRATT, ANN B.
JOURNAL OF VOCATIONAL BEHAVIOR;6;2;145-163
WORK ATTITUDES, FEMALES, SEX STEREOTYPES, OCCUPATIONAL CHOICE, CULTURAL FACTORS, RESEARCH PROJECTS, CAREER CHOICE, SEMANTIC DIFFERENTIAL, RATING SCALES, STRONG VOCATIONAL INTEREST BLANK WOMEN
TO FIND CLUES TO CULTURAL MEANINGS OF HIGHLY POPULAR AND HIGHLY UNPOPULAR OCCUPATIONS FROM SVIB-W, 227 WOMEN-IN-GENERAL SUBJECTS JUDGED NINE POPULAR AND NINE UNPOPULAR TITLES ON 26 SEMANTIC-DIFFERENTIAL SCALES. (AUTHOR)
ERIC; EJ115651

1699 EXPLORING THE IMPACT OF WORK SATISFACTION AND INVOLVEMENT ON MARITAL INTERACTION WHEN BOTH PARTNERS ARE EMPLOYED MAY 73
RIDLEY, CARL A.
JOURNAL OF MARRIAGE AND THE FAMILY;35;2;229-237
JOB SATISFACTION, INTERPERSONAL RELATIONSHIP, MARRIAGE, INTERACTION, WORKING WOMEN, INTERPERSONAL COMPETENCE, RELATIONSHIP
THE TWO MAJOR CONCLUSIONS OF THIS STUDY WERE (1) TEACHERS AND THEIR HUSBANDS FOLLOW DIFFERENT PATTERNS CONCERNING THE JOB SATISFACTION-MARITAL ADJUSTMENT RELATIONSHIP, AND (2) TEACHERS AND THEIR HUSBANDS WERE MORE THAN MODERATELY SUCCESSFUL AT PREVENTING THEIR JOB INVOLVEMENT FROM INTERFERING WITH THEIR MARITAL ADJUSTMENT. (AUTHOR)
ERIC; EJ080357

1700 EXTENDING THE MODEL OF PROGRAM EVALUATION CAREER GRADUATES AND THEIR EMPLOYERS. APR 74
GRACINCH, CHERYL
CATONSVILLE COMMUNITY COLL., MD. MARYLAND STATE DEPT. OF EDUCATION, BALTIMORE. DIV. OF VOCATIONAL-TECHNICAL EDUCATION.
NOTES; 48P.
CAREER EDUCATION, COMMUNITY COLLEGES, CURRICULUM EVALUATION, EVALUATION, JOB SATISFACTION, JUNIOR COLLEGES, MODELS, VOCATIONAL EDUCATION
THIS STUDY WAS UNDERTAKEN TO SERVE AS A POTENTIAL MODEL IN THE EVALUATION OF CAREER PROGRAMS. MOST MODELS FOR PROGRAM EVALUATION CONSIST OF THREE PHASES INPUT; (E.G., THE NUMBER OF STUDENTS ENROLLED); THE PROCESS (E.G., AVAILABILITY OF EQUIPMENT, STAFF, ETC.); AND OUTPUT (E.G., STUDENTS WHO ARE ABLE TO GAIN EMPLOYMENT). THIS STUDY FOCUSES ON GRADUATES AND ASKS THEM TO ASSESS DEFINED COMPONENTS OF THE PROCESS AND OUTPUT PHASES BEYOND THOSE USUALLY INCLUDED. IT WAS CONTENDED THAT THE EMPLOYED GRADUATES OF A CAREER PROGRAM COULD WELL SERVE AS EVALUATORS BECAUSE THEY ARE IN THE UNIQUE POSITION OF BEING ABLE TO RELATE THEIR PROGRAMS TO THEIR JOB REQUIREMENTS. IT WAS ALSO CONTENDED THAT SUPERVISORS OF CAREER PROGRAM GRADUATES SHOULD BE INCLUDED IN THE PROGRAM EVALUATION MODEL BECAUSE THEY ARE PARTICULARLY ABLE TO PROVIDE AN ASSESSMENT OF JOB PERFORMANCE. THUS, THIS STUDY FOCUSES ON TWO PHASES OF THE PROGRAM EVALUATION MODEL--PROCESS AND OUTPUT, EXTENDS THE COMPONENTS OF THESE PHASES, AND UTILIZES OPINIONS OF BOTH GRADUATES AND THEIR SUPERVISORS. (AUTHOR)
ERIC; ED092193

1701 THE EXTENSION OF HOLLANDS OCCUPATIONAL CLASSIFICATION TO ALL OCCUPATIONS IN THE DICTIONARY OF OCCUPATIONAL TITLES. APR 71
VIERNSTEIN, MARY COWAN
JOHNS HOPKINS UNIV., BALTIMORE, MD. CENTER FOR THE STUDY OF SOCIAL ORGANIZATION OF SCHOOLS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-2-7-061610-0287
NOTES: 29P.
CAREER CHOICE, CAREER PLANNING, CLASSIFICATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONS, PERSONALITY THEORIES, VOCATIONAL COUNSELING, DICTIONARY OF OCCUPATIONAL TITLES, DOT, HOLLAND OCCUPATIONAL CLASSIFICATION
TWO METHODS ARE PRESENTED FOR EXTENDING HOLLANDS OCCUPATIONAL CLASSIFICATION TO INCLUDE ALL OCCUPATIONS IN THE DICTIONARY OF OCCUPATIONAL TITLES (DOT). HOLLANDS CLASSIFICATION IS BASED ON A THEORY OF PERSONALITY TYPES, WITH OCCUPATIONS IN THE CLASSIFICATION ORGANIZED INTO MAJOR CATEGORIES (REALISTIC, INVESTIGATIVE, ARTISTIC, SOCIAL, ENTERPRISING, AND CONVENTIONAL) AND SUBCATEGORIES USING THE SAME CONCEPTS. THE TWO CONVERSION METHODS ENABLE TRANSLATION FROM ANY DOT OCCUPATIONAL CODE (A SIX DIGIT NUMBER) INTO THE CORRESPONDING HOLLAND OCCUPATIONAL CODE. THE FIRST METHOD IS ESSENTIALLY AN APPLICATION OF BAYESIAN STATISTICS TO 399 OCCUPATIONS IN HOLLANDS OCCUPATIONAL CLASSIFICATION, WHILE THE SECOND METHOD WAS DEVELOPED BY USING THE DEFINITIONS OF EACH DOT GROUP (FIRST THREE DOT DIGITS) AND ASSIGNING THE HOLLAND CODE WHICH SEEMS THEORETICALLY CONSISTENT WITH THE DOT DEFINITION. TESTING AND COMPARISONS WITH FOUR OCCUPATIONAL SAMPLES REVEALED THAT HOLLANDS CLASSIFICATION COULD BE EXTENDED TO ALL DOT OCCUPATIONS. (AUTHOR)
ERIC: ED051420

1702 THE EXTENT OF UNEMPLOYMENT... AND THE CHARACTERISTICS OF JOB SEEKERS 1976
GOLDSTEIN, K.
CONFERENCE BOARD RECORD, VOL.13, NO.9, SEPT 1976, P. 14-15.
ECONOMICS, LABOR FORCE, MINORITIES, UNEMPLOYMENT
TABLES AND GRAPHS SHOW BREAKDOWN OF UNEMPLOYED LABOR FORCE BY OCCUPATION, AGE AND SEX.
MGMT: C3R76I0014

1703 EXTERMINATOR (ANY IND.) 389.884--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE WORKERS, TEST RELIABILITY, TEST VALIDITY, EXTERMINATORS, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063416

1704 EXTRUDER OPERATOR (PLASTICS MAT.) 6-51.468--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLASTICS, TEST RELIABILITY, TEST VALIDITY, EXTRUDER OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063406

1705 EYE ON TOMORROWS JOBS 69 MAR
VENN, GRANT
AMER EDUC:5:3:12-15

(CONT.)
1705 DISADVANTAGED YOUTH, DROPOUT PREVENTION, EDUCATIONAL CHANGE, EDUCATIONAL OBJECTIVES, MANPOWER NEEDS, REMEDIAL PROGRAMS, SCHOOL INDUSTRY RELATIONSHIP, SCHOOL ROLE, TECHNOLOGICAL ADVANCEMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS
ERIC: EJ002338

1706 FABRIC AND RUBBER PRODUCTS CAREER LADDER AFSCS 5*230/58250/58270/58290. OCCUPATIONAL SURVEY REPORT. 30 DEC 74
AIR FORCE OCCUPATIONAL MEASUREMENT CENTER, LACKLAND AFB, TEX.
NOTES: 60P.
CAREER LADDERS, CAREERS, JOB SATISFACTION, JOB TRAINING, MANPOWER DEVELOPMENT, MILITARY PERSONNEL, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, TABLES (DATA), TASK ANALYSIS, VOCATIONAL EDUCATION, AIR FORCE, FABRICS, RUBBER GOODS
THE REPORT DESCRIBES AN OCCUPATIONAL SURVEY OF THE FABRIC AND RUBBER PRODUCTS CAREER LADDER, AFS 582X0, CONDUCTED BY THE OCCUPATIONAL SURVEY BRANCH. THE REPORT DESCRIBES THE DEVELOPMENT OF THE SURVEY INSTRUMENT, ADMINISTRATION TO CAREER LADDER INCUMBENTS, AND RESULTING SUMMARIES OF TASKS PERFORMED BY AIRMEN GROUPED BY SKILL LEVEL, EXPERIENCE LEVEL, AND SIMILARITY OF TASKS PERFORMED. RESULTS ARE COMPARED TO CURRENT TRAINING AND CAREER FIELD STRUCTURE DOCUMENTS, AND RECOMMENDATIONS FOR FURTHER STUDY ARE PRESENTED. (NTIS)
ERIC: ED115833 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. AD-A005-886: MF $2.25: HC $4.25)

1707 FACILITATING CAREER DEVELOPMENT AN ANNOTATED BIBLIOGRAPHY, II. FINAL REPORT. FEB 74
BAILEY, LARRY J., ED.; WOOD, THOMAS B., ED.
SOUTHERN ILLINOIS UNIV., CARBONDALE. DEPT. OF OCCUPATIONAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.; ILLINOIS STATE BOARD OF VOCATIONAL EDUCATION AND REHABILITATION, SPRINGFIELD. VOCATIONAL AND TECHNICAL EDUCATION DIV.
CONTRACT NO. OEG-0-73-2979
ANNOTATED BIBLIOGRAPHIES, CAREER EDUCATION, VOCATIONAL DEVELOPMENT, OCCUPATIONAL GUIDANCE, ABSTRACTS, SIMULATION, MEASUREMENT INSTRUMENTS, CONFERENCES, RESEARCH PROJECTS, DEVELOPMENTAL PROGRAMS
THE PRIMARY REFERENCE SOURCES FOR THE BIBLIOGRAPHY WERE RESEARCH IN EDUCATION AND EDUCATION INDEX, APRIL 1970 TO JUNE 1973. THE SELECTED REFERENCES WERE ABSTRACTED AND GROUPED UNDER THE FOLLOWING CHAPTER HEADINGS (1) CAREER EDUCATION THEORY AND RATIONALE, (2) COMPUTER-BASED GUIDANCE SYSTEMS, (3) CAREER EDUCATION CONFERENCES, WORKSHOPS, AND INSTITUTES, (4) MEASURING VOCATIONAL BEHAVIOR, (5) GAMING AND SIMULATIONS, (6) RESEARCH AND DEVELOPMENT, EXEMPLARY PROGRAMS AND PROJECTS, AND CAREER EDUCATION MODEL DEVELOPMENT, AND (7) LOCALLY DEVELOPED PROGRAMS AND APPROACHES TO CAREER EDUCATION. AN AUTHOR INDEX IS PROVIDED. THE PUBLICATION DOCUMENTS THE FACT THAT A SUBSTANTIAL BODY OF DATA IS AVAILABLE FOR EDUCATORS WHO ARE SEEKING DIRECTION IN THE IMPLEMENTATION OF CAREER DEVELOPMENT PROGRAMS. (MF)
AIM/ARM: VT100953

1708 FACILITATING CAREER DEVELOPMENT FOR GIRLS AND WOMEN. 75
NATIONAL VOCATIONAL GUIDANCE ASSOCIATION, WASHINGTON, D.C. NORTH CAROLINA STATE COMMISSION ON THE EDUCATION AND EMPLOYMENT OF WOMEN, RALEIGH.; NORTH CAROLINA STATE DEPT. OF PUBLIC INSTRUCTION, RALEIGH.
NOTES: 112P.; SELECTIONS FROM PAPERS PRESENTED AT A WORKSHOP HELD AT APPALACHIAN STATE UNIVERSITY (BOONE, NORTH CAROLINA, JULY 1973)
CAREER EDUCATION, CAREER OPPORTUNITIES, CAREER PLANNING, COUNSELING, FEMALES, FEMINISM, HUMAN DEVELOPMENT, LEISURE TIME, POLITICS, SEX DISCRIMINATION, SEX ROLE, SEX STEREOTYPES, SPEECHES, VOCATIONAL DEVELOPMENT, WOMENS ATHLETICS, WOMENS EDUCATION
SELECTIONS FROM PAPERS GIVEN AT A 1973 WORKSHOP HELD AT APPALACHIAN STATE UNIVERSITY, BOONE, NORTH CAROLINA, ARE PRESENTED. SEVENTY-NINE PARTICIPANTS GATHERED TO SEARCH OUT NEW INSIGHTS INTO THE CHANGING WORLD OF GIRLS AND WOMEN. A FOREWORD BY CARL MCDANIELS AND AN INTRODUCTION BY THELMA LENNON PRECEDE THE 12 PAPERS, WHICH INCLUDE (1) HISTORICAL PERSPECTIVE, RUTH H. OSBORN; (2) EXPANDING CAREER OPTIONS FOR FEMALES, ARLEEN B. WINFIELD; (3) CAREER BARRIERS ARE THEY FALLING DOWN, S. NORMAN FEINGOLD; (4) BUILDING BRIDGES TO CAREER SATISFACTION, WILLIAM C. BINGHAM; (5) HUMANIZING CAREER EDUCATION, KATHRYN F. CLARENBACH; (6) YOUNG CHILDRENS PERCEPTIONS OF OCCUPATIONAL ROLES, GRACE BINGHAM; (7) THE COMMUNITY COLLEGE IN CAREER DEVELOPMENT OF WOMEN, THELMA JONES VRIEND; (8) CREATIVITY APPLIED TO CAREER DEVELOPMENT, JAMES M. OSBORN; (9) LIBERATED COUNSELING; NANCY K. SCHLOSSBERG; (10) WOMEN IN POLITICS, LURA S. TALLY; (11) WOMEN COPING WITH LEADERSHIP ROLES, ESTHER E. MATTHEWS; (12) THE ROLE OF LEISURE IN CAREER DEVELOPMENT FOR GIRLS AND WOMEN, CARL MCDANIELS. (LH)
ERIC: ED122054 PUBLICATION SALES, AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, 1607 NEW HAMPSHIRE AVENUE, N.W., WASHINGTON, D.C. 20009 ($2.95)

1709 FACILITATING VOCATIONAL DEVELOPMENT AMONG DISADVANTAGED INNER-CITY ADOLESCENTS SEP 77
HAMDANI, ASMA
VOCATIONAL GUIDANCE QUARTERLY; 26:1:60-67
VOCATIONAL DEVELOPMENT, DISADVANTAGED YOUTH, VOCATIONAL COUNSELING, CAREER PLANNING, CAREER EXPLORATION, PROGRAM EFFECTIVENESS, HIGH SCHOOL STUDENTS, RESEARCH PROJECTS, INTERVENTION
THE PURPOSE OF THIS STUDY WAS TO INVESTIGATE WHETHER THE VOCATIONAL DEVELOPMENT PROCESS OF TENTH-GRADE DISADVANTAGED STUDENTS CAN BE FACILITATED THROUGH DELIBERATE INTERVENTION IN THE FORM OF SUPPLEMENTARY LEARNING EXPERIENCES. (AUTHOR)
ERIC: EJ169612 REPRINT AVAILABLE (SEE P. VII) UMI

1710 FACING FACTS ABOUT VOCATIONAL EDUCATION FOR YOUR CAREER A GUIDE FOR HIGH SCHOOL STUDENTS, THEIR COUNSELORS AND PARENTS. 75
PRUDENTIAL INSURANCE CO. OF AMERICA, NEWARK, N.J.
NOTES: 36P.
CAREER AWARENESS, CAREER CHOICE, CAREER EDUCATION, CHANGING ATTITUDES, FINANCIAL SUPPORT, GUIDES, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, STUDENT NEEDS, VOCATIONAL EDUCATION, WORK ATTITUDES
THIS BOOKLET IS WRITTEN TO PROVIDE INSIGHTS INTO THE ESSENTIALS OF VOCATIONAL EDUCATION ATTITUDE, INFORMATION AND SKILLS TRAINING. IT HAS BEEN DESIGNED AS A BASIC GUIDE FOR HIGH SCHOOL STUDENTS AND THEIR COUNSELORS AND PARENTS. THE CHANGING PATTERNS OF THINKING AND ACTING ABOUT WORK ARE DESCRIBED AND THEN DISCUSSED AS TO HOW THEY APPLY TO THE STUDENT READER. AN OVERVIEW OF THE IMPLICATIONS OF CAREER EDUCATION FOR THE INDIVIDUAL STUDENT IS PRESENTED, AS ARE DISCUSSIONS OF OCCUPATIONAL TRENDS, CAREER OPPORTUNITIES, SELF-EMPLOYMENT, STEPS IN PREPARING FOR CAREERS, AND THE OPENING OF FORMAL AND INFORMAL BARRIERS TO EMPLOYMENT. THE BOOKLET CLOSES WITH A SUMMARY OF AVAILABLE FINANCIAL AID. (SJL)
ERIC: ED126386 PRUDENTIAL INSURANCE COMPANY OF AMERICA, P.O. BOX 36, NEWARK, NEW JERSEY (NC FREE)

1711 FACT SHEET ON NONWHITE WOMEN WORKERS. OCT66
WOMENS BUREAU (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 2P.
EMPLOYMENT PATTERNS, INDIVIDUAL CHARACTERISTICS, LABOR FORCE, RACIAL CHARACTERISTICS, UNEMPLOYED, WORKING WOMEN
RECENT SOCIAL, ECONOMIC, AND POLITICAL DEVELOPMENTS HAVE HELPED TO IMPROVE THE STATUS OF NONWHITE WOMEN WORKERS, BUT THERE ARE STILL SUBSTANTIAL DIFFERENCES IN THE EMPLOYMENT PATTERNS OF NONWHITE AND WHITE WOMEN. A HIGHER PERCENTAGE OF NONWHITES ARE IN THE LABOR FORCE AND ARE WORKING WIVES AND WORKING MOTHERS. IN GENERAL, NONWHITES HAVE HIGHER UNEMPLOYMENT RATES, LOWER INCOME, AND LESS SCHOOLING THAN WHITES, AND MORE ARE CONCENTRATED IN LOW-SKILLED, LOW-WAGE OCCUPATIONS. THE 3.5 MILLION IN THE LABOR FORCE IN 1965 WERE 46 PERCENT OF ALL NONWHITE WOMEN. OF THOSE WOMEN WITH CHILDREN 6-17 YEARS OF AGE, 58 PERCENT OF THE NONWHITES WERE WORKERS. THEY WERE IN ALL MAJOR OCCUPATIONAL GROUPS. THIRTY PERCENT WERE IN PRIVATE HOUSEHOLD WORK, 25 PERCENT IN SERVICE WORK, AND 11 PERCENT IN CLERICAL WORK. ABOUT 30 PERCENT WERE ON PART-TIME SCHEDULES BUT PREFERRED FULL-TIME. ALMOST 67 PERCENT OF NONWHITE WOMEN REPORTED SOME INCOME IN 1964. THE MEDIAN WAS $1,066 WHILE THAT OF FULL-TIME, YEAR-ROUND WORKERS WAS $2,674. ABOUT 324,000 NONWHITE WOMEN WERE SEEKING WORK IN 1965. THE MEDIAN NUMBER OF SCHOOL YEARS COMPLETED BY NONWHITE WOMEN WORKERS 18 YEARS AND OVER IN MARCH 1965 WAS 11.1 YEARS. THIRTY-TWO PERCENT HAD COMPLETED 8 YEARS OR LESS OF SCHOOLING, 29 PERCENT HAD COMPLETED HIGH SCHOOL, AND 8 PERCENT HAD GRADUATED FROM COLLEGE. SOURCES OF THESE DATA ARE THE U.S. DEPARTMENT OF COMMERCE, BUREAU OF CENSUS, AND THE U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS. (FP)
ERIC: ED015280

1712 FACTBOOK FOR ESTIMATING THE MANPOWER NEEDS OF FEDERAL PROGRAMS 1975
EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. BUREAU OF LABOR STATISTICS, WASHINGTON, D.C.
NOTES: FINAL REPT. 83P
MANPOWER, REQUIREMENTS, NTISLABPEU, NTISLABETA, NTISLABBLS
THIS STUDY DEALS WITH ONE OF THE MORE IMPORTANT AREAS OF FEDERAL MANPOWER IMPACT--THE REQUIREMENTS FOR MANPOWER THAT ARE CREATED BY FEDERAL EXPENDITURES. IT IS INTENDED TO PROVIDE AGENCY ADMINISTRATORS WITH A MEANS OF ESTIMATING THE PUBLIC AND PRIVATE EMPLOYMENT REQUIREMENTS OF A PROGRAM, BASED UPON THE PROGRAMS OUTLAYS. THE REPORT CONTAINS SETS OF MANPOWER FACTORS WHICH SHOW THE AMOUNT OF EMPLOYMENT, BY INDUSTRY AND OCCUPATIONS, WHICH WERE GENERATED BY A BILLION DOLLARS OF OUTLAYS FOR DIFFERENT FEDERAL FUNCTIONS IN A RECENT PERIOD. BY APPLYING THESE FACTORS TO THE AMOUNTS OF MONEY PROJECTED FOR A FEDERAL PROGRAM, THAT PROGRAMS FUTURE EMPLOYMENT REQUIREMENTS MAY BE ROUGHLY ESTIMATED.
NTIS: PB-260 847/9ST NTIS PRICES PC A05/MF A01

1713 FACTOR ANALYSIS OF WORKER TRAIT REQUIREMENTS 69 DEC
BARKER, DONALD G.
J EMPLOYMENT COUNSELING;6;4;162-168
EMPLOYMENT COUNSELORS, EMPLOYMENT QUALIFICATIONS, FACTOR ANALYSIS, JOB ANALYSIS, JOBS, OCCUPATIONAL INFORMATION, OCCUPATIONS, TASK ANALYSIS, VOCATIONAL COUNSELING
REORGANIZES AND SIMPLIFIES OCCUPATIONAL REQUIREMENTS AND CHARACTERISTICS WITH WHICH COUNSELORS AND CLIENTS MUST COPE IN PLANNING. (AUTHOR)
ERIC: EJ014043

1714 FACTORS AFFECTING CAREER ASPIRATIONS OF EMPLOYED WOMEN DEC 75
JERDEE, THOMAS H.;ROSEN, BENSON;KNIESNER, CHERYL
NORTH CAROLINA UNIV. AT CHAPEL HILL. GRADUATE SCHOOL OF BUSINESS ADMINISTRATION.
ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. OFFICE OF ECONOMIC RESEARCH.
NOTES: EDA-OER-99-7-13218
FEMALES, EMPLOYMENT, CAREER DEVELOPMENT, MOTIVATION, FEMALE WORKERS, NTISCOMEDA
IT WOULD BE USEFUL FOR EMPLOYERS AND OTHERS TO KNOW HOW VARIOUS FACTORS AFFECT THE INCLINATION OF FEMALE EMPLOYEES TO SEEK HIGHER-LEVEL CAREERS. THERE IS A GREAT NEED TO EXAMINE DIRECTLY THE PERCEPTIONS AND ATTITUDES OF PRESENTLY EMPLOYED WOMEN. THE STUDY IS AN EXPLORATION OF PERCEPTIONS AND ATTITUDES OF PRESENTLY EMPLOYED FEMALES RELEVANT TO

(CONT.)

1714 UPWARD CAREER MOBILITY. THE STUDY EXAMINES THE EXTENT TO WHICH FEMALES IN MIDDLE-LEVEL CLERICAL, ADMINISTRATIVE, AND TECHNICAL JOBS DESIRE TO ADVANCE TO VARIOUS KINDS OF HIGHER-LEVEL CAREERS. DATA WERE COLLECTED BY QUESTIONNAIRE FROM OVER 100 FEMALE EMPLOYEES AT THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL.
NTIS: PB-257 662/7ST NTIS PRICES PC$6.00/MF$3.00

1715 FACTORS AFFECTING PRODUCTIVITY IN THE PUBLIC SERVICE: A MANAGERIAL VIEWPOINT 1975
GANNON, M.J.: PAINE, F.T.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 469-471. BIBLIOG. 6
CONTROL AND PLANNING, DECISION MAKING, EFFICIENCY, EMPLOYEE RELATIONS, EMPLOYMENT POLICY, GOVERNMENT AGENCY, HIERARCHY, INTERNAL ORGANIZATION ENVIRONMENT, JOB ANALYSIS, MANAGEMENT, MANAGEMENT FUNCTIONS, ORGANIZATION STRUCTURE, PERFORMANCE APPRAISAL, PRODUCTIVITY, PUBLIC ADMINISTRATION, SUPERVISOR
ORGANIZING AND STAFFING, WORK PLANNING FACTORS, MANAGEMENT POLICY AND JUDGEMENT, AND MANAGEMENT RESPONSIVENESS TO LOWER LEVELS ARE IDENTIFIED AS THE CATEGORIES OF FACTORS AFFECTING PRODUCTIVITY. MANAGERS AT ALL LEVELS SHOULD GIVE GREATER CONSIDERATION TO THE SYSTEM IMPLICATIONS OR RESULTS WHEN MAKING SIGNIFICANT ORGANIZATION-WIDE DECISIONS AND SETTING POLICY.
MGMT: AJM75MP469

1716 FACTORS AFFECTING THE JOB STATUS OF WORKERS WITH SPANISH SURNAMES APR 73
LYLE, JEROLYN R.
MONTHLY LABOR REVIEW:96:4:10-16
BIAS, EMPLOYER ATTITUDES, EMPLOYMENT LEVEL, INDUSTRIAL PERSONNEL, LOW INCOME GROUPS, MULTIPLE REGRESSION ANALYSIS, OCCUPATIONAL MOBILITY, SOCIOECONOMIC STATUS, SPANISH AMERICANS
A MODEL IS DEVELOPED TO TEST THE RELATIVE IMPORTANCE OF FACTORS AFFECTING THE BEHAVIOR OF THE EMPLOYER AND FACTORS OUTSIDE THE EMPLOYMENT CONTEXT. (EDITOR)
ERIC: EJ076931

1717 FACTORS AFFECTING THE STABILITY OF THE LOW-INCOME FAMILY. FINAL REPORT. JUL 72
THOMPSON, DAVID L.:MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 108P.
CHILD REARING, ECONOMICALLY DISADVANTAGED, FAMILY (SOCIOLOGICAL UNIT), FAMILY CHARACTERISTICS, FAMILY LIFE, FAMILY PROBLEMS, FAMILY RELATIONSHIP, HEADS OF HOUSEHOLDS, LOW INCOME GROUPS, POVERTY RESEARCH, SELF ESTEEM, WELFARE RECIPIENTS, WORKING WOMEN, WORK INCENTIVE PROGRAM
IN A NATIONWIDE STUDY, DATA ABOUT ATTITUDES, BEHAVIOR, AND SOCIOECONOMIC AND PERSONAL CHARACTERISTICS WERE COLLECTED FROM OVER 6000 LOW-INCOME PEOPLE. BOTH THE WELFARE POOR AND THE WORKING POOR WERE INCLUDED IN THE STUDY. THIS REPORT COVERS ONLY THAT PART OF THE RESULTS THAT IS RELEVANT TO FAMILY STABILITY IN THE LOW-INCOME POPULATION. THE FINDINGS GENERALLY SUPPORT THE WIN GUIDELINES, WHICH ASSUME THAT IF AN UNEMPLOYED HEAD OF HOUSEHOLD WERE TO OBTAIN A JOB, HE WOULD GAIN INCREASED RESPECT FROM HIS FAMILY AND WOULD DEVELOP GREATER SELF-RESPECT. IN ADDITION, IT IS ASSUMED THAT, BECAUSE HE WOULD PROVIDE A PREFERABLE MODEL FOR HIS CHILDREN TO FOLLOW, FAMILY STABILITY WOULD IN SOME WAY BE GREATLY IMPROVED IF HE WERE TO LEAVE WELFARE AND OBTAIN A JOB. (NTIS)
ERIC: ED081897 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 704, MF $1.45, HC $5.45)

1718 FACTORS AFFECTING THE UNEMPLOYMENT OF MARRIED WOMEN A STUDY OF THE DYNAMICS OF THE LABOR FORCE BEHAVIOR OF SECONDARY FAMILY WORKERS 1964
ALTMAN, STUART HAROLD
FEDERAL RESERVE SYSTEM, WASHINGTON, D.C.*SOCIAL SCIENCE RESEARCH COUNCIL, NEW YORK.*NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.*FORD FOUNDATION, NEW YORK.
NOTES: DOCTORAL THESIS 238P
HRP/RBC, HRP/MC, HRP/ZJ, HRPGEO/YUS, HRPOCC/XG, UNEMPLOYMENT, MARRIED WOMEN, NTISHRANHP
THE LABOR FORCE BEHAVIOR OF MARRIED WOMEN AND MARRIED MEN IS EXAMINED THEORETICALLY AND STATISTICALLY TO EXPLAIN DIFFERENCES IN UNEMPLOYMENT RATES FOR HUSBANDS AND WIVES IN THE EARLY 1960S. THREE ASPECTS OF THE LABOR FORCE BEHAVIOR OF PRIMARY WORKERS (MARRIED MEN) AND SECONDARY WORKERS (MARRIED WOMEN) ARE ANALYZED LABOR FORCE TRAINING: INTERLABOR FORCE MOBILITY: AND INTRALABOR FORCE MOBILITY. HIGHER UNEMPLOYMENT AMONG MARRIED WOMEN THAN AMONG MARRIED MEN IS EXPLAINED IN PART BY THE FACT THAT WOMEN HAD LESS LABOR FORCE TRAINING THAN MEN AND THAT ALMOST NONE OF THE WOMENS TRAINING WAS PAID FOR BY THEIR EMPLOYERS. THE EMPLOYER WAS MORE LIKELY TO TRAIN, AND LESS LIKELY TO FIRE, A WORKER WHO COULD BE EXPECTED TO REMAIN WITH THE FIRM, I.E., THE MARRIED MAN AS OPPOSED TO THE MARRIED WOMAN. HIGHER INTERLABOR FORCE MOBILITY FOR MARRIED WOMEN ALSO EXPLAINS PART OF THE UNEMPLOYMENT DIFFERENTIAL. IN THE EARLY 1960S, ALMOST 18 PERCENT OF THE MARRIED WOMEN IN THE LABOR FORCE EITHER ENTERED OR LEFT THE LABOR MARKET EACH MONTH, COMPARED TO LESS THAN 2 PERCENT FOR MARRIED MEN. BECAUSE A WORKING WIFE WAS A SECONDARY SOURCE OF MARKET INCOME, A FAMILY WAS NOT LIKELY TO INVEST MUCH MONEY IN HER RETRAINING IF HER MARKET SKILL BECAME OBSOLETE OR IN A MOVE TO A NEW LABOR MARKET SOLELY TO INCREASE HER EMPLOYMENT POTENTIAL. THIS LACK OF INTRALABOR FORCE MOBILITY RESULTED IN LONGER DURATIONS OF UNEMPLOYMENT FOR JOBLESS MARRIED WOMEN WHO CHOSE NOT TO WITHDRAW FROM THE LABOR MARKET ALTOGETHER. TABULAR DATA SUPPORTING THESE AND OTHER CONCLUSIONS ARE PROVIDED.
NTIS: HRP-0017796/4ST NTIS PRICE NOT AVAILABLE NTIS

1719 FACTORS AFFECTING THE VOCATIONAL CHOICE OF WOMEN OF DIFFERENT AGES SELECTING CLERICAL AND SECRETARIAL OCCUPATIONS. 69
WILLMARTH, JOHN GARY
WASHINGTON STATE UNIV., PULLMAN.
NOTES: 98P.; ED. D. THESIS
AGE DIFFERENCES, CASEWORKERS, CLERICAL OCCUPATIONS, COUNSELOR ACCEPTANCE, DOCTORAL THESES, EMPLOYMENT OPPORTUNITIES, EXPERIENCE, FAMILY INFLUENCE, FEMALES, HEALTH, INTELLIGENCE, OCCUPATIONAL CHOICE, QUESTIONNAIRES, SECRETARIES, SOCIOECONOMIC STATUS, STANDARDIZED TESTS, TEACHER INFLUENCE, CALIFORNIA TEST OF MENTAL MATURITY, KUDER PREFERENCE RECORD
AN ATTEMPT WAS MADE TO EXAMINE THE FACTORS AFFECTING WOMEN OF DIFFERENT AGES IN THEIR SELECTION OF CLERICAL AND SECRETARIAL OCCUPATIONS. THE FACTORS CONSIDERED WERE HEALTH, INTELLIGENCE, INTERESTS, PREVIOUS WORK EXPERIENCE, STATED REASONS FOR PRESENT OCCUPATIONAL CHOICE, KNOWLEDGE OF EMPLOYMENT OPPORTUNITIES AND JOB REQUIREMENTS, INFLUENCE OF PARENTS, TEACHERS, COUNSELORS, CASEWORKERS, AND FRIENDS, AND THE SOCIOECONOMIC STATUS OF THE WOMENS HUSBANDS, PARENTS, AND FRIENDS. DATA WERE OBTAINED FROM THE CALIFORNIA TEST OF MENTAL MATURITY, AND INTEREST SCALE DEVELOPED FROM ITEMS IN THE KUDER PREFERENCE RECORD, PERMANENT SCHOOL RECORDS, AND A QUESTIONNAIRE. THE SUBJECTS WERE 196 WOMEN ENROLLED IN THE CLERICAL AND SECRETARIAL AREAS OF THE OLYMPIA VOCATIONAL-TECHNICAL INSTITUTE DURING THE 1966-67 AND 1967-68 SCHOOL YEARS. THEY WERE DIVIDED INTO THREE GROUPS 16-20, 21-30, AND 31-58 YEARS. RESULTS OF THE STUDY IMPLIED THAT YOUNGER WOMEN WERE LIKELY TO BE MORE INTERESTED IN THE CAREER ASPECTS OF A JOB, WHILE OLDER WOMEN WERE LIKELY TO BE MORE INTERESTED IN THE IMMEDIATE CONDITIONS AND REWARDS SURROUNDING THE JOB BECAUSE OF THEIR CONCERN FOR SUCH THINGS AS A NEED FOR MONEY, THE STATE OF THEIR HEALTH, AND A DESIRE TO OBTAIN ADDITIONAL FAMILY LUXURIES. (AUTHOR/NL)
ERIC: ED035835 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-14,477, MF $3.00, XEROGRAPHY $4.20)

1720 FACTORS ASSOCIATED WITH EMPLOYMENT AMONG WELFARE MOTHERS. JUN 71
OPTON, EDWARD M., JR.
WRIGHT INST., BERKELEY, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 246P.
EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, FAILURE FACTORS, FAMILY CHARACTERISTICS, INDIVIDUAL CHARACTERISTICS, MOTHERS, WELFARE RECIPIENTS, WORK ATTITUDES, AFDC PROGRAMS, AID TO FAMILIES WITH DEPENDENT CHILDREN
IN-DEPTH INTERVIEWS WITH 75 CALIFORNIA RECIPIENTS OF AID TO FAMILIES OF DEPENDENT CHILDREN (AFDC) WERE CONDUCTED TO DETERMINE EMPLOYMENT HISTORIES AND IDENTIFY POSSIBLE CAUSES. EXPECTED FACTORS SUCH AS FAMILY SIZE, EDUCATION, HEALTH, AND MOTIVATION WERE NOT MAJOR DETERMINANTS OF WORK HISTORIES IN THIS SAMPLE. UNEMPLOYMENT WAS RELATED MOST STRONGLY WITH RACE, MIGRATION FROM THE SOUTH, YOUTH, AND DIVORCED OR UNMARRIED STATUS. THE MOTHERS ATTITUDES TOWARD WORK, THE EMPLOYMENT SERVICE, AND THE WELFARE SYSTEM WERE DESCRIBED. ATTENTION WAS DRAWN TO FREQUENTLY OVERLOOKED ASPECTS OF EMPLOYMENT, SUCH AS THE IMPORTANCE OF PERSONAL FRIENDS IN JOB-SEEKING, THE INDIRECT EFFECT OF FINANCIAL INCENTIVES TO WORK, AND THE IMPORTANT ROLE OF UNPLANNED FIRST PREGNANCIES AS OPPOSED TO FAMILY PLANNING PROGRAMS FOCUS ON LATER PREGNANCIES. (AUTHOR/BH)
ERIC: ED058402 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 201 109, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

1721 FACTORS IN SUCCESSFUL JOB TRAINING AND JOB PERFORMANCE OF THE DISADVANTAGED F 76
HENKE, RAYMOND O.
JOURNAL OF EXPERIMENTAL EDUCATION;45:1:61-8
EDUCATIONAL RESEARCH, TASK PERFORMANCE, DISADVANTAGED GROUPS, JOB TRAINING, EMPLOYMENT PROGRAMS, RESEARCH METHODOLOGY, DIAGRAMS, TABLES (DATA), PREDICTOR VARIABLES, CONCENTRATED EMPLOYMENT PROGRAM
THE PURPOSE OF THIS STUDY WAS TO DETERMINE CHARACTERISTICS OF THE DISADVANTAGED CLIENT AND OF THE CONCENTRATED EMPLOYMENT PROGRAM (CEP) WHICH RELATED TO THE SUCCESSFUL VOCATIONAL TRAINING AND PLACEMENT OF 150 UNEMPLOYED PUBLIC ASSISTANCE RECIPIENTS WHO WERE SERVED BY THE SAN ANTONIO CONCENTRATED EMPLOYMENT PROGRAM. (EDITOR)
ERIC: EJ153008

1722 FACTORS INFLUENCING THE CAREER COMMITMENT OF WOMEN. SEP 76
JERDEE, THOMAS H.;ROSEN, BENSON
NOTES: 15P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION (84TH, WASHINGTON, D.C., SEPTEMBER 3-7, 1976)
CAREER CHOICE, CAREERS, MODELS, OCCUPATIONAL ASPIRATION, SEX DISCRIMINATION, SURVEYS, VOCATIONAL DEVELOPMENT, WORKING WOMEN
THIS SURVEY OF 104 EMPLOYED WOMEN DISCLOSED THAT WHILE HALF OF THE RESPONDENTS INDICATED HIGHER-LEVEL CAREER ASPIRATIONS, ONLY 12 PERCENT COULD TRACE THEIR CURRENT HIGHER-LEVEL CAREER INTEREST BACK TO HIGH SCHOOL DAYS OR EARLIER. THE RESPONDENTS LISTED PERSONAL ACHIEVEMENT AS A MAJOR REASON FOR PURSUING A HIGHER-LEVEL CAREER. HIGHER INCOME WAS ANOTHER IMPORTANT FACTOR DETERMINING ASPIRATION. FAMILY AND LIFE-STYLE CONSIDERATIONS WERE VIEWED AS THE MAJOR OBSTACLES TO CAREER ADVANCEMENT. THE AUTHORS PRESENT TWO MODELS OF CAREER DEVELOPMENT--THE IDEALIZED MODEL AND THE SEXIST MODEL--AND SUGGEST THAT THE CAREER DEVELOPMENT OF THE WOMEN IN THEIR SAMPLE GENERALLY FITS THE SEXIST MODEL. (AUTHOR/DS)
ERIC: ED132665

1723 FACTORS INFLUENCING THE RISING LABOR FORCE PARTICIPATION RATES OF MARRIED WOMEN WITH PRE-SCHOOL CHILDREN MAR 76
DARIAN, JEAN C.
SOCIAL SCIENCE QUARTERLY:56:4:614-630
MOTHERS, FEMALES, EMPLOYMENT TRENDS, PARTICIPATION, LABOR FORCE, CHILD CARE, PRESCHOOL CHILDREN, BACKGROUND, ECONOMIC FACTORS, SOCIAL FACTORS
THIS PAPER INVESTIGATES FACTORS CONTRIBUTING TO THE RAPID RISE IN LABOR FORCE PARTICIPATION RATES AMONG MOTHERS OF PRESCHOOL CHILDREN, DESPITE THEIR CONSIDERABLE CHILD-CARE RESPONSIBILITIES. (AUTHOR/RM)
ERIC: EJ138594

1724 FACTORS RELATED TO THE EFFECTIVENESS OF TEACHERS OF SHORT-TERM ADULT VOCATIONAL COURSES. 67
JONES, CHARLES IRVING
FLORIDA STATE UNIV., TALLAHASSEE.
NOTES: 190P.: ED. D. THESIS.
ADULT STUDENTS, ADULT VOCATIONAL EDUCATION, BEHAVIOR CHANGE, DOCTORAL THESES, EDUCATIONAL BACKGROUND, EFFECTIVE TEACHING, KNOWLEDGE LEVEL, PARTICIPANT SATISFACTION, PERSISTENCE, RESEARCH, STUDENT CHARACTERISTICS, TEACHER CHARACTERISTICS, TEACHING EXPERIENCE, TEACHING STYLES, VERBAL DEVELOPMENT
DATA OBTAINED FROM 44 VOCATIONAL TEACHERS AND 519 ADULT STUDENTS INCLUDED MEASURES OF STUDENT VERBAL GAIN, MANUAL GAIN, SATISFACTION, AND PERSISTENCE, AND OF TEACHERS EDUCATIONAL LEVEL, EXPERIENCE TEACHING ADULTS, YEARS OF TRADE EXPERIENCE, AGE, MENTAL ABILITY, SUBJECT MATTER KNOWLEDGE, TEACHING STYLE, AND NUMBER OF TEACHING TECHNIQUES USED. THE TEACHERS MENTAL ABILITY, AGE, AND TEACHING EXPERIENCE WERE NOT POSITIVELY CORRELATED WITH STUDENT SATISFACTION, PERSISTENCE, AND VERBAL AND MANUAL GAIN. VERBAL AND MANUAL GAIN WERE CORRELATED WITH TEACHERS SUBJECT KNOWLEDGE. TEACHERS EDUCATIONAL LEVEL WAS NEGATIVELY CORRELATED WITH STUDENT SATISFACTION AND YEARS OF TRADE EXPERIENCE WAS NEGATIVELY CORRELATED WITH PERSISTENCE. TEACHING STYLE AND NUMBER OF TEACHING TECHNIQUES USED DID NOT INFLUENCE STUDENTS. STUDENT MANUAL GAIN WAS POSITIVELY CORRELATED WITH VERBAL GAIN AND NEGATIVELY CORRELATED WITH SATISFACTION AND PERSISTENCE. IT WAS RECOMMENDED THAT SCORES ON SKILL DEVELOPMENT TESTS BE A MAJOR CRITERION IN THE CERTIFICATION AND SELECTION OF TEACHERS OF ADULT VOCATIONAL COURSES WHERE STUDENT VERBAL AND MANUAL GAIN ARE OBJECTIVES. ADMINISTRATORS SHOULD SELECT COURSE OBJECTIVES BEFORE SELECTING TEACHERS. (AJ)
ERIC: ED023000 UNIVERSITY MICROFILMS, 300 ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 67-11,161, MF $3.00, XEROGRAPHY $8.60).

1725 FACTORS RELATED TO VOCATIONAL CHOICES OF AGRICULTURAL EDUCATION STUDENTS. 69
HARRINGTON, JACKIE T.
NOTES: 123P.: PH.D. DISSERTATION, LOUISIANA STATE UNIVERSITY
AGRICULTURAL EDUCATION, CAREER CHOICE, COLLEGE STUDENTS, DOCTORAL THESES, EDUCATIONAL NEEDS, FACTOR ANALYSIS, MANPOWER NEEDS, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, PARENT INFLUENCE, STUDENT MOTIVATION, STUDENT OPINION, TEACHER INFLUENCE, VOCATIONAL AGRICULTURE TEACHERS
WITH THE RENEWED EMPHASIS UPON THE IMPORTANCE AND SUPPORT OF VOCATIONAL AGRICULTURE EDUCATION, IT IS TIME FOR THE PROFESSION TO DEVELOP AND CONDUCT A PROGRAM THAT WILL INTEREST MORE STUDENTS TO ENTER THE RANKS AS SECONDARY SCHOOL TEACHERS. THUS, THIS STUDY WAS CONDUCTED IN AN EFFORT TO IDENTIFY SOME OF THE FACTORS THAT MIGHT HAVE INFLUENCED COLLEGE STUDENTS TO ENROLL IN AN AGRICULTURAL EDUCATION CURRICULUM. SPECIFICALLY, THE STUDY WAS TO IDENTIFY (1) INDIVIDUALS WHO INFLUENCE STUDENTS IN THEIR OCCUPATIONAL CHOICE, (2) THE TIME WHEN COLLEGE STUDENTS MAKE THEIR OCCUPATIONAL CHOICE, AND (3) THE STATUS OF OCCUPATIONAL EXPECTATIONS OF COLLEGE STUDENTS. USING THE DESCRIPTIVE SURVEY METHOD, DATA FOR THE STUDY WERE COLLECTED BY INTERVIEW FROM 135 COLLEGE STUDENTS DURING THE FALL SEMESTER OF 1968. STATISTICAL ANALYSIS OF THE DATA, WHICH INCLUDED THE CHI-SQUARE TEST OF SIGNIFICANCE, REVEALED THAT THE HIGH SCHOOL VOCATIONAL AGRICULTURE TEACHER HAD THE GREATEST INFLUENCE ON STUDENT VOCATIONAL CHOICE. INCLUDED IN OTHER FINDINGS WAS THE FACT THAT MORE THAN 50 PERCENT INDICATED A STRONG DESIRE TO ENTER THE TEACHING FIELD IN VOCATIONAL AGRICULTURE UPON GRADUATION FROM COLLEGE. (AUTHOR)
ERIC: ED054358 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 70-243, MF $4.00: XEROGRAPHY $10.00)

1726 THE FACTORY WITHOUT WALLS: INDUSTRIALIZATION IN RESIDENTIAL CONSTRUCTION 1976
BENDER, R.: PARMAN, J.
CALIFORNIA MANAGEMENT REVIEW, VOL.18, NO.3, SPRING 1976, P. 46-56. BIBLIOG. 11
CONSTRUCTION INDUSTRY, ECONOMICS, EMPLOYEE BENEFITS, FORECASTING, GOVERNMENT AGENCY, HOUSING, INDUSTRIAL DEVELOPMENT, MASS PRODUCTION, PRIVATE SECTOR, PRODUCTION, PRODUCTIVITY, PUBLIC ADMINISTRATION, RESOURCE ALLOCATION, SUPPLY AND DEMAND, TECHNOLOGICAL CHANGE, UNITED STATES, URBAN DEVELOPMENT
SOME OF THE PRINCIPAL EFFORTS MADE TOWARD THE OLD IDEA OF HOUSING INDUSTRIALIZATION AND THE FUTURE NEW PROBLEMS FACED BY HOUSING, IMPLICATIONS OF PRESENT TRENDS IN INDUSTRY, AND ITS POSSIBLE DIRECTIONS ARE CONSIDERED. THE WYATT PROGRAM TO REVITALIZE THE HOUSING INDUSTRY IS REVIEWED.
MGMT: CM976N0046

1727 FACTS ABOUT WOMENS ABSENTEEISM AND LABOR TURNOVER. AUG 69
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 12P.
ATTENDANCE, BIBLIOGRAPHIES, FEMALES, LABOR FORCE, LABOR SUPPLY, LABOR TURNOVER, NATIONAL

(CONT.)
1727 SURVEYS
THE AVERAGE WORKTIME LOST IN 1967 BECAUSE OF ILLNESS OR INJURY FOR PERSONS 17 YEARS OF AGE OR OLDER WAS 5.6 DAYS FOR WOMEN AND 5.3 DAYS FOR MEN. WOMEN LOST MORE TIME BECAUSE OF ACUTE ILLNESS, BUT MEN WERE MORE LIKELY TO BE ABSENT BECAUSE OF CHRONIC CONDITIONS SUCH AS HEART TROUBLE. LABOR TURNOVER RATES SHOW THAT ABSENTEE RATES OF WOMEN HAVE BEEN DROPPING AS A HIGHER PROPORTION OF OLDER WORKERS ENTER THE LABOR FORCE. THE SEPARATION RATES FOR MEN AND WOMEN FACTORY WORKERS IN 1968 WERE 5.2 AND 4.4 PERCENT RESPECTIVELY. OCCUPATIONAL MOBILITY WAS GREATER FOR MEN THAN FOR WOMEN: ONLY 7 PERCENT OF THE WOMEN BUT 10 PERCENT OF THE MEN HELD A JOB IN A DIFFERENT OCCUPATION IN JANUARY 1966 THAN IN JANUARY 1965. THE AVERAGE WORKLIFE OF WOMEN TRIPLED FROM 1900 TO 1960 AND INCREASED BY NEARLY ONE-THIRD FROM 1950-60. THE EXPECTED WORKLIFE OF WOMEN WAS FOUND TO BE DEPENDENT UPON MARITAL STATUS AND NUMBER OF CHILDREN. A WOMAN WHO GETS MARRIED AT AGE 20 HAS A WORKLIFE EXPECTANCY RANGING FROM 25 YEARS IF SHE HAS ONE CHILD TO 17 YEARS IF SHE HAS FOUR OR MORE CHILDREN. (9C)
ERIC: ED054296

1728 FACTS AND FALLACIES ABOUT THE OLDER WORKER. MAY 69
JOHN F. KENNEDY FAMILY SERVICE CENTER, INC., CHARLESTOWN, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 102P.
DEMONSTRATION PROJECTS, JOB DEVELOPMENT, OLDER ADULTS, PLACEMENT, RECRUITMENT, TABLES (DATA), UNEMPLOYED, JOHN F KENNEDY FAMILY SERVICE CENTER
THE JOHN F. KENNEDY FAMILY SERVICE CENTER IN BOSTON OPERATED A 3-YEAR EXPERIMENTAL PROJECT TO PROVIDE ASSISTANCE TO HARD CORE UNEMPLOYED SENIOR CITIZENS. THE PARTICIPANTS IN THE PROGRAM WERE INTERVIEWED AND TESTED TO ASCERTAIN THEIR ABILITIES AND INTERESTS. VOCATIONAL COUNSELORS THEN CONTACTED EMPLOYERS TO ARRANGE FOR JOB INTERVIEWS AND PLACEMENT. OF A TOTAL OF 667 PERSONS PLACED BY THE CENTER, 307 WERE DIRECT PLACEMENTS AND 360 PERSONS FOUND JOBS BY THEMSELVES. THE PROJECT SHOWED THAT EMPLOYERS CAN BE MADE TO REALIZE THAT THE HIRING AND RETAINING OF THE OLDER WORKER CAN BE AN ASSET, AND THAT THERE IS A NEED FOR MORE DEMONSTRATION PROGRAMS TO PROVIDE COMPREHENSIVE SUPPORTIVE SERVICES TO THE OLDER WORKER. (9C)
ERIC: ED052290

1729 FACTS AND FICTION ABOUT THE AMERICAN WORKING WOMAN. JAN 73
CROWLEY, JOAN E.;AND OTHERS
MICHIGAN UNIV., ANN ARBOR. INST. FOR SOCIAL RESEARCH. EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 29P.
CULTURAL IMAGES, EMPLOYMENT STATISTICS, INDIVIDUAL DEVELOPMENT, NATIONAL SURVEYS, SEX DIFFERENCES, SEX DISCRIMINATION, SOCIALIZATION, STEREOTYPES, TABLES (DATA), WORK ATTITUDES, WORKING WOMEN, AMERICANS
A NATIONAL SURVEY OF PERSONAL INTERVIEWS WITH 539 WORKING WOMEN AND 993 WORKING MEN, WAS INTENDED TO TEST THE RELIABILITY OF THE FOLLOWING STEREOTYPES ABOUT AMERICAN WOMEN WHO WORK (1) AMERICAN WOMEN WORK JUST FOR PIN MONEY, (2) WOMEN WORK ONLY FOR ECONOMIC REASONS, (3) WOMEN ARE MORE CONCERNED WITH THE SOCIAL ASPECTS OF THEIR JOBS, (4) WOMEN PREFER NOT TO TAKE INITIATIVE ON THEIR JOBS, (5) WOMEN ARE MORE CONCERNED WITH EXTRINSIC JOB CHARACTERISTICS, (6) WOMEN ARE LESS CONCERNED WITH CHALLENGING WORK, AND (7) WOMEN ARE LESS CONCERNED WITH ADVANCEMENT ON THEIR JOBS. A REVIEW OF PREVIOUS OCCUPATIONAL RESEARCH REVEALED THAT SEX DIFFERENCES AFFECTING JOBS ARE SMALL IN MAGNITUDE, WITH THE ONLY CONSISTENT DIFFERENCE BEING THAT WOMEN ARE MORE CONCERNED WITH THE SOCIAL ASPECTS OF THEIR JOBS. THE SURVEY RESULTS INDICATED THAT ABOUT 40 PERCENT OF WORKING WOMEN WERE NOT ECONOMICALLY DEPENDENT ON A MALE WAGE EARNER, THAT DIFFERENCES IN EARLY SOCIALIZATION OF BOYS AND GIRLS EXPLAIN MANY OF THE SEEMING SEX DIFFERENCES IN WORK ATTITUDES, AND THAT WOMEN SHOW LESS DESIRE FOR INITIATIVE ON THE JOB. VARIOUS TABLES PRESENT THE DATA, WHICH RANK THE IMPORTANCE OF JOB CHARACTERISTICS TO WORKING MEN AND WOMEN. A RELATED FINDING WAS THAT THE AVERAGE UNDERPAYMENT TO WOMEN WAS $3,458 ANNUALLY AS COMPARED WITH EQUALLY QUALIFIED MALE WORKERS. (AG)
ERIC: ED074235

1730 FACTS ON WOMEN WORKERS OF MINORITY RACES. JUN 70
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 10P.
AGE DIFFERENCES, COMPARATIVE STATISTICS, DROPOUT CHARACTERISTICS, EMPLOYMENT PATTERNS, HEADS OF HOUSEHOLDS, LABOR FORCE, MARITAL STATUS, MINORITY GROUPS, OCCUPATIONAL SURVEYS, RACIAL DIFFERENCES, SEX DIFFERENCES, WAGES, WORKING WOMEN
THIS BOOKLET ON WOMEN WORKERS OF MINORITY RACES INCLUDES ALL RACES IN A MINORITY OTHER THAN WHITE, NEGROES CONSTITUTING ABOUT 90 PERCENT OF ALL PERSONS OTHER THAN WHITE IN THE UNITED STATES: SPANISH-SPEAKING PERSONS ARE INCLUDED IN THE WHITE POPULATION. THE FOLLOWING TOPICS ARE ENCOMPASSED: LABOR FORCE PARTICIPATION: UNEMPLOYMENT: MARITAL STATUS: WOMEN AS HEADS OF FAMILIES: WORKING MOTHERS: CHILDREN OF WORKING MOTHERS: EDUCATION: EMPLOYMENT STATUS OF DROPOUTS: OCCUPATIONS: FULL-TIME AND FULL-YEAR WORKERS: AND, EARNINGS. TABULATED STATISTICS ARE PROVIDED FOR THE FOLLOWING: PERCENT OF PERSONS IN LABOR FORCE, BY SEX, RACE, AND AGE, 1971: PERCENT OF WOMEN IN LABOR FORCE, BY RACE AND MARITAL STATUS, MARCH 1971: WORK EXPERIENCE IN 1970 OF WOMEN FAMILY HEADS IN POOR FAMILIES, BY RACE: PERCENT OF MOTHERS IN LABOR FORCE, BY RACE, AGE OF CHILDREN, AND MARITAL STATUS OF MOTHER, MARCH 1971: NUMBER OF OWN CHILDREN OF WORKING MOTHERS, BY RACE, TYPE OF FAMILY, AND AGE OF CHILDREN, MARCH 1971: EMPLOYMENT STATUS OF HIGH SCHOOL GRADUATES NOT ENROLLED IN COLLEGE AND DROPOUTS AGED 16 TO 21 YEARS, BY SEX AND RACE,

(CONT.)
1730 OCTOBER 1970: MEDIAN YEARS OF SCHOOL COMPLETED BY WORKERS 18 YEARS OF AGE AND OLDER, BY SEX AND RACE, MARCH 1959 AND 1971: MAJOR OCCUPATION GROUPS OF EMPLOYED WOMEN, BY RACE, 1960 AND 1971: AND, MEDIAN WAGE AND SALARY INCOME IN 1970, BY RACE AND SEX. (RJ)
EPIC: ED065661 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 ($0.15)

1731 FACTS ON WOMEN WORKERS OF MINORITY RACES. REVISED VERSION, MAY 1975 . MAY 75
EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C. WOMENS BUREAU.
NOTES: 10P.: FOR JUNE 1970 DATA, SEE ED 065 661
AMERICAN INDIANS, ASIAN AMERICANS, CULTURAL FACTORS, DROPOUTS, ECONOMICALLY DISADVANTAGED, ECONOMIC CLIMATE, ECONOMIC DISADVANTAGEMENT, ECONOMIC FACTORS, ECONOMIC OPPORTUNITIES, ECONOMIC STATUS, EDUCATIONAL BACKGROUND, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT TRENDS, ETHNIC GROUPS, FEMALES, HEADS OF HOUSEHOLDS, HOUSEWIVES, LABOR FORCE, MARITAL STATUS, MINORITY GROUPS, MOTHERS, NEGROES, SOCIAL FACTORS, SOCICECONOMIC STATUS, SPANISH SPEAKING, STATISTICAL DATA, UNEMPLOYED, WORKING WOMEN
DATA PROVIDED IN THIS STUDY ENCOMPASS TOPICS SUCH AS LABOR FORCE PARTICIPATION, UNEMPLOYMENT, MARITAL STATUS, WOMEN HEADS OF FAMILIES, WORKING MOTHERS, THE CHILDREN OF WORKING MOTHERS, EDUCATION, EMPLOYMENT STATUS OF HIGH SCHOOL DROPOUTS, OCCUPATIONS, FULL-TIME AND FULL-YEAR WORKERS, AND EARNINGS. MINORITY WORKERS (DATA REFERS TO ALL RACES OTHER THAN WHITE), ARE BEING SERIOUSLY AFFECTED BY THE CURRENT ECONOMIC RECESSION. THEIR UNEMPLOYMENT RATES, LIKE THOSE OF WHITE WORKERS, HAVE INCREASED STEADILY. MOREOVER, THE GAP BETWEEN THE UNEMPLOYMENT RATES OF MINORITY AND WHITE WORKERS HAS WIDENED. IN ADDITION TO THE HIGHER UNEMPLOYMENT RATES OF MINORITY WOMEN WORKERS, THESE WOMEN SUFFER OTHER DISADVANTAGES IN THE LABOR MARKET, WHICH HAVE LESSENED OVER THE LAST DECADE OR SO. DESPITE ADVANCES, MINORITY WOMEN ARE MORE LIKELY THAN WHITE WOMEN TO BE IN LOW-SKILLED, LOW-WAGE OCCUPATIONS. EVEN WHEN THEY ARE FULLY EMPLOYED, THEIR EARNINGS CONTINUE TO BE LOWER THAN THOSE OF WHITE WOMEN OR MINORITY MEN OR WHITE MEN. WOMEN OF MINORITY RACES ARE MORE LIKELY THAN WHITE WOMEN TO BE IN THE LABOR FORCE (INCLUDES EMPLOYED AND UNEMPLOYED PERSONS) AND TO BE WORKING WIVES AND MOTHERS. THEY ARE ALSO MORE LIKELY TO BE HEADS OF FAMILIES. ALTHOUGH THEY STILL HAVE SLIGHTLY LESS FORMAL EDUCATION THAN WHITE WOMEN WORKERS, THE GAP IN EDUCATIONAL ATTAINMENT BETWEEN THE TWO GROUPS HAS BEEN SHARPLY REDUCED IN RECENT YEARS. (AUTHOR/AM)
EPIC: ED121930 SUPERINTENDENT OF DOCUMENTS: U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 029-016-00029-1: $0.35)

1732 FAILURE IS A WORD I DONT ACCEPT 1976
JOHNSON, J.H.
HARVARD BUSINESS REVIEW, VOL.54, NO.2, MARCH-APRIL 1976, P. 79-88.
ENTREPRENEURSHIP, EQUAL EMPLOYMENT OPPORTUNITY, LEADERSHIP, MANAGEMENT, MINORITIES, MINORITIES IN BUSINESS, PUBLISHING INDUSTRY
MR. JOHNSON, A PROMINENT BLACK PUBLISHER AND BOARD MEMBER OF NUMEROUS CORPORATIONS, EXPRESSES IN AN INTERVIEW HIS PERSONAL PHILOSOPHY OF SUCCESS AND THE MANAGERIAL APPROACH HE DERIVES FROM IT.
MGMT: H3R76C0079

1733 FAINT HEART NEER WON FAIR LADY 1975
BLANK, D.M.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 110-111.
BUSINESS CYCLE, CONSUMER GOODS, CONSUMER SPENDING, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, HOUSING, INFLATION, INVENTORY, MANUFACTURING, RECESSION, RETAIL INDUSTRY, SALES
IT DOES NOT REQUIRE AN EXPANSION OF CONSUMER SPENDING OR OF ANY OTHER KIND OF SPENDING TO END A RECESSION BUT RATHER REDUCTION OF EXCESS INVENTORIES TO A LEVEL WHICH PERMITS THE RECALL OF LAID-OFF WORKERS AND THE REVIVAL OF PRODUCTION. THE ABILITY OF THE FORECASTING FRATERNITY TO EVALUATE AND PREDICT DEVELOPING BUSINESS TRENDS IS STILL IN FACT.
MGMT: ASA75MP110

1734 THE FALL OF FULL EMPLOYMENT 1976
LEKACHMAN, R.
ADHERENT, VOL.3, NO.3, DEC 1976, P. 57-62.
ECONOMICS, FULL EMPLOYMENT, LEGISLATION, SOCIAL ISSUES
ARGUES THAT THE DECLINE IN POLITICAL SUPPORT FOR FULL EMPLOYMENT IS A RESULT OF THE FREE MARKET ORIENTATIONS OF ECONOMISTS, THE LINKING OF FULL EMPLOYMENT TO INFLATION, THE POWER HIGH UNEMPLOYMENT GIVES CORPORATIONS OVER WORKERS, AND THE POWER OF LARGE CORPORATIONS AS OPPOSED TO POLITICIANS AND UNIONS. HUMPHREY-HAWKINS PROPOSALS.
MGMT: ADH76L0057

1735 FAMILIES AND THE RISE OF WORKING WIVES--AN OVERVIEW MAY 76
MAYME, HOWARD
MONTHLY LABOR REVIEW:99:5:12-9
WORKING WOMEN, WORKING PARENTS, EMPLOYMENT TRENDS, TABLES (DATA), DATA ANALYSIS, LABOR FORCE, ECONOMIC FACTORS
AN EXAMINATION OF EMPLOYMENT TRENDS IN FAMILIES WITH TWO OR MORE WORKERS IS PRESENTED. SUCH FAMILIES INCREASED FROM 36 PERCENT TO 49 PERCENT BETWEEN 1970 AND 1975. THE INFLUENCE OF SOME FACTORS SUCH AS FERTILITY, RECESSION AND INFLATION, AND THE RELATION BETWEEN THE OCCUPATIONS OF WORKING PARENTS IS DISCUSSED. (EC)
EPIC: EJ138962

1736 FAMILIES AND THE RISE OF WORKING WIVES--AN OVERVIEW. SPECIAL LABOR FORCE REPORT 189. 76
MAYGHE, HOWARD
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 12P.; REPRINT FROM MONTHLY LABOR REVIEW: MAY 1976
BIRTH RATE, BUSINESS CYCLES, ECONOMIC CLIMATE, EMPLOYMENT TRENDS, FAMILY (SOCIOLOGICAL UNIT), LABOR FORCE, MANPOWER NEEDS, NATIONAL SURVEYS, POPULATION TRENDS, STATISTICAL SURVEYS, WORKING WOMEN, UNITED STATES
PAST AND CURRENT TRENDS IN THE GROWTH OF FAMILIES WITH TWO WORKERS OR MORE ARE EXAMINED IN THIS ARTICLE. IT DISCUSSES SUCH SUBJECTS AS INFLUENCE OF TRENDS IN FERTILITY ON THE GROWTH OF THESE FAMILIES, THE RELATION BETWEEN HUSBANDS AND WIVES OCCUPATIONS, AND SOME OF THE IMPACT OF THE RECESSION AND INFLATION ON THESE FAMILIES. TABLES AND STATISTICAL DATA ARE INCLUDED TO SUPPORT CONTENT. (WL)
ERIC: ED131235

1737 FAMILY AIDE DEMONSTRATION PROJECT DUVAL COUNTY, FLORIDA. FINAL REPORT. 3 FEB 72
FLORIDA STATE DEPT. OF HEALTH AND REHABILITATIVE SERVICES, TALLAHASSEE. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 9P.
COMMUNITY SERVICES, DEMONSTRATION PROJECTS, ECONOMICALLY DISADVANTAGED, JOB TRAINING, MANPOWER UTILIZATION, PROGRAM EFFECTIVENESS, SOCIAL WELFARE, SOCIAL WORK, SPECIAL PROGRAMS, SUBPROFESSIONALS, TASK PERFORMANCE, FLORIDA, JACKSONVILLE
THIS REPORT IS A SUMMARY OF A PROJECT UTILIZING SUBPROFESSIONALS IN THE FIELD OF SOCIAL WORK. CONDUCTED IN THE JACKSONVILLE, FLORIDA AREA IN 1968, THE PROJECT DEMONSTRATED THAT SUBPROFESSIONALS COULD SUCCESSFULLY PERFORM A WIDE VARIETY OF TASKS FORMERLY ASSIGNED TO SOCIAL WORKERS. ALTHOUGH EARLY RESISTANCE ON THE PART OF SOCIAL WORKERS WAS APPARENT, IT SOON DISAPPEARED AND THE SUBPROFESSIONALS BECAME INDISPENSABLE TO THE SERVICE DELIVERY SYSTEM. EVIDENCED AS WELL WAS AN IMPROVEMENT IN THE LIVES OF THE NEWLY-EMPLOYED INDIVIDUALS AND THEIR FAMILIES. (AUTHOR/SN)
ERIC: ED076833 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 214 321, MF $0.95, HC $3.00)

1738 FAMILY COMPOSITION AND THE LABOR FORCE ACTIVITY OF MARRIED WOMEN IN THE UNITED STATES. 69
SWEET, JAMES ARTHUR
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 282P.; PH.D. DISSERTATION, MICHIGAN UNIVERSITY
COMPARATIVE ANALYSIS, EMPLOYMENT PATTERNS, FAMILY CHARACTERISTICS, FAMILY STRUCTURE, MOTHERS, WORKING WOMEN
THIS STUDY OF THE EMPLOYMENT PATTERNS OF MARRIED WOMEN IN RELATION TO FAMILY COMPOSITION IS BASED ON A SAMPLE OF 32,500 CASES FROM THE 1960 CENSUS. COMPARISONS OF EMPLOYMENT RATES AMONG SUBPOPULATIONS AND DUMMY VARIABLE REGRESSION TECHNIQUES WERE USED TO ANALYZE THE DATA. EMPLOYMENT STATUS, INCLUDING FULL OR PART TIME, WAS COMPARED WITH FAMILY CHARACTERISTICS, SUCH AS AGE OF YOUNGEST CHILD, NUMBER OF CHILDREN, AND THE PRESENCE OF OTHER RELATIVES IN THE FAMILY (POTENTIAL BABY SITTERS). THE STUDY CONCLUDES THAT THE DETERMINANTS OF EMPLOYMENT OF MARRIED WOMEN ARE NUMEROUS AND COMPLEX. MUCH MORE RESEARCH IS NEEDED, ESPECIALLY IN DEALING WITH QUESTIONS REQUIRING DYNAMIC RATHER THAN STATIC ANALYSIS. (BH)
ERIC: ED060177 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 179 698, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

1739 FAMILY DAY CARE WEST A WORKING CONFERENCE. JUL 72
PACIFIC OAKS COLL., PASADENA, CALIF. OFFICE OF CHILD DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 169P.; CONFERENCE OF THE COMMUNITY FAMILY DAY CARE PROJECT OF PACIFIC OAKS COLLEGE (PASADENA, CALIFORNIA, FEB. 18-19, 1972)
CERTIFICATION, COMMUNITY PROGRAMS, COMPARATIVE ANALYSIS, CONFERENCES, DAY CARE PROGRAMS, DAY CARE SERVICES, INTERVENTION, MOTHERS, REFERRAL, RESEARCH, SURVEYS, WORKING WOMEN, WORKSHOPS
AN ATTEMPT IS MADE TO CONDENSE DATA ON FAMILY DAY CARE, I.E., A FORM OF SUPPLEMENTAL CHILD CARE THAT TAKES PLACE IN THE HOME OF A NONRELATIVE. AN OVERVIEW IS PRESENTED OF THE KINDS OF STUDIES THAT HAVE BEEN DONE AND HOW THEY FIT INTO THE LARGER PICTURE OF WHAT REMAINS TO BE DONE BEFORE WE CAN CLAIM TO HAVE A BODY OF KNOWLEDGE TO GUIDE US IN THIS AREA. THE AVAILABLE RESEARCH IS CLASSIFIED INTO FOUR GENERAL GROUPS (1) SURVEYS OF THE EXTENT OF FAMILY DAY CARE AMONG OTHER TYPES OF CHILD CARE ARRANGEMENTS OF WORKING MOTHERS AND SURVEYS OF THE NEED FOR DAY CARE RESOURCES OF DIFFERENT TYPES, (2) RESEARCH ON THE EFFECTS OF MATERNAL EMPLOYMENT, SEPARATION AND DEPRIVATION, AND COMPENSATORY PROGRAMS ON FAMILY AND CHILD DEVELOPMENT, (3) FIELD STUDIES OF THE FAMILY DAY CARE ARRANGEMENT AS A SOCIAL SYSTEM, OF CONSUMER AND CAREGIVER ATTITUDES, BEHAVIORS, AND LIFE CIRCUMSTANCES; AND OBSERVATIONAL STUDIES OF FAMILY DAY CARE AS A CHILD REARING ENVIRONMENT; AND (4) DEMONSTRATIONS OF INTERVENTION PROGRAMS AND SUPPORT SYSTEMS FOR FAMILY DAY CARE, WITH SPECIAL REFERENCE TO THE DAY CARE NEIGHBOR SERVICE (PORTLAND), THE COMMUNITY FAMILY DAY CARE PROJECT (PASADENA), INFORMATION AND REFERRAL PROGRAMS, LICENSING, AND AGENCY SUPERVISED FAMILY DAY CARE. (AUTHOR/CK)
ERIC: ED070511

1740 FAMILY DECISIONMAKING OVER THE LIFE CYCLE SOME IMPLICATIONS FOR ESTIMATING THE EFFECTS

OF INCOME MAINTENANCE PROGRAMS NOV 73
SMITH, JAMES P.
RAND CORP., SANTA MONICA, CALIF. ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C. OFFICE OF ECONOMIC RESEARCH.
GRANT NO. EDA-OER-388-G-71-11
NOTES: EDA-OER-99-7-13220
INCOME, FEDERAL ASSISTANCE PROGRAMS, FAMILY RELATIONS, INCOME MAINTENANCE, FAMILY ASSISTANCE PLAN, HUMAN CAPITAL, NTISCOMEDA, NTISRAND
THE RAND CORPORATION HAS BEEN DEVELOPING A FRAMEWORK TO ASSESS THE EFFECTS OF DIFFERENT INCOME MAINTENANCE PLANS, AND THIS REPORT IS ONE OF SEVERAL THAT HAVE STEMMED FROM THIS EFFORT. BECAUSE A FAMILY ASSISTANCE PLAN (FAP) WILL HAVE IMPORTANT LIFE CYCLE EFFECTS, THE STANDARD ONE-PERIOD LABOR SUPPLY MODEL THAT ECONOMISTS HAVE USED IS IN SOME WAYS AN INADEQUATE TOOL TO EVALUATE AN FAP. THE PURE LIFE CYCLE MODEL IS DERIVED WITHOUT REFERENCE TO ITS IMPLICATIONS FOR AN FAP. THE THEORETICAL MODEL IS THEN USED TO PREDICT AND ANALYZE THE EXPECTED LABOR SUPPLY EFFECTS OF AN FAP. HUMAN CAPITAL INVESTMENTS ARE INCLUDED IN THE MODEL.
NTIS: P9-258 356/2ST NTIS PRICES PC$4.50/MF$3.00

1741 FAMILY MOBILITY AN EXAMINATION OF FACTORS AFFECTING MIGRATION. AUG 70
KIRSCHENBAUM, ALAN S.
SYRACUSE UNIV., N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 232P.; PH.D. DISSERTATION, SYRACUSE UNIVERSITY; NTIS INDICATES MARGINAL LEGIBILITY, PURCHASER MAY RETURN COPY IF UNUSABLE
CAREER CHANGE, CAREER OPPORTUNITIES, CENSUS FIGURES, ECONOMIC CHANGE, FAMILY LIFE, FAMILY MOBILITY, MIGRATION
THE MAJOR PURPOSE OF THIS STUDY WAS TO EXAMINE ONE SET OF FACTORS AFFECTING FAMILY MOBILITY, AS WELL AS TO ASCERTAIN THE CIRCUMSTANCES INFLUENCING A CHOICE OF DESTINATION. DATA EMPLOYED WERE BASED UPON THE 1960 ONE-IN-A-THOUSAND SAMPLE CENSUS. FAMILY UNIT MOVEMENT WAS DISTINGUISHED FROM INDIVIDUAL MOVEMENT, AS WAS MOBILITY FROM MIGRATION. MAJOR EMPHASIS WAS UPON THE BASIC DETERMINANTS OF MOBILITY. OVERALL, IT WAS FOUND THAT THE OCCUPATIONAL CAREER CYCLE, INCREASING OPPORTUNITIES, AND ECONOMIC STRESS FOSTERED MOBILITY. (NTIS)
ERIC: ED081931 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (P9-202 555, MC $3.00, MF $1.45)

1742 FANCY STITCHER (BOOT AND SHOE) 690.782; TOP STITCHER (BOOT AND SHOE) 690.782; VAMP STITCHER (BOOT AND SHOE) 690.782--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, FANCY STITCHER, GATB, GENERAL APTITUDE TEST BATTERY, TOP STITCHER, VAMP STITCHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062423

1743 A FAREWELL TO THE CORPORATE STATE 1976
HENDERSON, H.
BUSINESS AND SOCIETY REVIEW, NO.17, SPRING 1976, P. 49-56.
CONSERVATION, CORPORATE BEHAVIOR, ECONOMIC GROWTH, ECONOMIC TRENDS, ECONOMICS, EFFICIENCY, ENERGY, GOVERNMENT INTERVENTION, LABOR MARKET, MANAGEMENT, OUTLOOK, PRIVATE ENTERPRISE, PRODUCTIVITY, RESOURCE ALLOCATION
SEES THE ECONOMIC FUTURE IN TERMS OF A SIMPLER MORE EFFICIENT FORM OR RETURN TO TRUE FREE ENTERPRISE WITH THE EMPHASIS ON ENERGY CONSERVATION, TOTAL ECOSYSTEMS, AND THROUGHPUT RATHER THAN OUTPUT.
MGMT: BUS76N0049

1744 FARM EMPLOYER ATTITUDES TOWARD MEXICAN- AMERICAN MIGRANT WORKERS JUN 70
SNYDER, ELDON E.;PERRY, JOSEPH B., JR.
RURAL SOCIOL;35:2:244-52
AGRICULTURAL LABORERS, BACKGROUND, EMPLOYER ATTITUDES, MEXICAN AMERICANS, MIGRANT WORKERS, QUESTIONNAIRES, RURAL AREAS, SOCIOECONOMIC STATUS, SOCIOLOGY, OHIO
ERIC: EJ023329

1745 FARM EMPLOYMENT TRENDS MAR 73
RURAL MANPOWER DEVELOPMENTS;2P-32
EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, FARM LABOR, FOREIGN WORKERS, MANPOWER NEEDS, MIGRANT EMPLOYMENT, SEASONAL EMPLOYMENT, STATISTICAL DATA
ERIC: EJ074452

1746 FARM HAND, DAIRY (AGRIC.) 1 411.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUN 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
AGRICULTURAL LABORERS, APTITUDE TESTS, CUTTING SCORES, DAIRYMEN, EVALUATION CRITERIA, FARM OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068547

1747 FARM LABOR COSTS AND FOOD PRICES, 1964-65. APR66
NOTES: 6P.
AGRICULTURAL LABORERS, AGRICULTURAL PRODUCTION, BRACEROS, COSTS, FARM LABOR SUPPLY, FOOD, FOREIGN WORKERS, LABOR ECONOMICS, WAGES, CALIFORNIA
TO MEASURE THE IMPACT OF THE DECLINE OF FOREIGN AGRICULTURAL WORKER EMPLOYMENT ON FARM-LABOR COSTS, FOOD PRICES, AND RETURN TO THE FARMER, AN ANALYSIS WAS MADE OF THE 1964-65 CHANGES IN THESE FACTORS FOR SELECTED CALIFORNIA CROPS, TOMATOES, LETTUCE, STRAWBERRIES, CANTALOUPES, CELERY, LEMONS, AND ASPARAGUS, WHICH ACCOUNTED FOR 71 PERCENT OF THE STATES TOTAL FOREIGN-WORKER MAN-YEAR INPUT IN AGRICULTURE IN 1964 AND 69 PERCENT IN 1965, WERE INCLUDED IN THIS STUDY. BETWEEN 1964 AND 1965 THE UTILIZATION OF FOREIGN-WORKER EMPLOYMENT DECREASED FROM 7,500 TO 2,100 MAN-YEARS IN TOMATOES, 3,382 TO 59 IN LETTUCE, 3,236 TO 357.5 IN STRAWBERRIES, 766 TO 0 IN CANTALOUPES, 938.8 TO 24.8 IN CELERY, 3,244 TO 63 IN LEMONS, AND FROM ONE-HALF OF ALL WORKERS TO LESS THAN ONE-TENTH IN ASPARAGUS. INCREASES IN WAGE COSTS WERE LESS THAN ADVANCES IN PRICES PAID TO THE GROWERS FOR ALL CROPS EXCEPT CELERY AND LETTUCE. CHANGES IN WAGES, PRODUCTION LABOR COSTS, PRICES PAID TO FARMERS, AND RETAIL PRICES SUPPORT THE HYPOTHESIS THAT FIELD-LABOR COSTS MAY RISE SUBSTANTIALLY WITHOUT CAUSING A SIGNIFICANT CHANGE IN RETAIL PRICES. THE FINDINGS INDICATE THAT MAJOR ADVANCES COULD BE MADE TOWARD IMPROVING THE LIVING STANDARDS OF PERSONS CURRENTLY EMPLOYED IN AGRICULTURE AND IN MAKING AGRICULTURAL EMPLOYMENT MORE ATTRACTIVE TO YOUNG PEOPLE TO ARREST THE MIGRATION FROM RURAL TO URBAN AREAS. THIS DOCUMENT APPEARED IN FARM LABOR DEVELOPMENTS, APRIL 1966. (WB)
ERIC: ED014600

1748 FARM LABOR IN THE UNITED STATES. 67
BISHOP, CHARLES E.
NOTES: 147P.
AGRICULTURAL LABORERS, AGRICULTURAL TRENDS, AGRICULTURE, ECONOMIC DEVELOPMENT, FARMERS, FARM LABOR LEGISLATION, FARM LABOR PROBLEMS, FARM LABOR SUPPLY, FARM MECHANICS (OCCUPATION), FARM OCCUPATIONS, LABORERS, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OFF FARM AGRICULTURAL OCCUPATIONS, AGRICULTURAL POLICY INST, MICHIGAN STATE UNIV, NORTH CAROLINA STATE UNIV
SEVEN ESSAYS EXAMINE THE REASONS AND PRESENT TABLEAUS OF DATA RELATIVE TO THE LOW PRODUCTIVITY OF SMALL FARMS COMPARED WITH LARGE FARMS, THE LOW FINANCIAL RETURNS OF FARM LABOR, AND THE MASS EXODUS OF FARM MANPOWER. THE CHARACTERISTICS, TRENDS, AND SOCIOECONOMIC SITUATION OF HIRED FARM LABOR DURING THE PERIOD 1947-1964 ARE PRESENTED. THE CHANGING TECHNOLOGY AND ITS RESULTANT FARM LABOR ADJUSTMENTS TO SEEK NON FARM EMPLOYMENT AND MULTIPLE JOB HOLDING, WHICH LEAD TO OCCUPATIONAL MOBILITY ARE DISCUSSED. SUGGESTIONS ARE MADE FOR RELATING FARM MANPOWER POLICY TO THE NATIONAL MANPOWER POLICY AND THE NATIONAL ECONOMIC GOALS. THIS DOCUMENT AVAILABLE FOR $6.00 FROM COLUMBIA UNIVERSITY PRESS, NEW YORK CITY, NEW YORK. (JM)
ERIC: ED015041

1749 FARM LABOR MARKET DEVELOPMENT. APR62
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 39P.
AGRICULTURAL LABORERS, BRACEROS, DATA ANALYSIS, FARM LABOR PROBLEMS, FARM LABOR SUPPLY, FOREIGN WORKERS, LABOR MARKET, MIGRANT WORKERS, WAGES, DISTRICT OF COLUMBIA
PART ONE OF THE REPORT CONSISTED OF AN ANALYSIS OF TRENDS BETWEEN 1960 AND 1961 IN WAGES OF UNITED STATES FARM WORKERS IN MAJOR AREAS USING MEXICAN NATIONALS. THE DATA WERE DERIVED FROM PREVAILING-WAGE REPORTS RECEIVED BY THE BUREAU OF EMPLOYMENT SECURITY FROM AFFILIATED STATE EMPLOYMENT SECURITY AGENCIES. THE SURVEY RATES WERE USED BY THE

(CONT.)
1749 SECRETARY OF LABOR IN DETERMINING THE RATE TO BE PAID TO FOREIGN WORKERS DOING SIMILAR WORK IN THE SAME AREA. IN 1961, APPROXIMATELY 291,000 MEXICAN CONTRACT WORKERS WERE USED IN 24 STATES, ABOUT 97 PERCENT OF WHOM WORKED IN ARIZONA, ARKANSAS, CALIFORNIA, COLORADO, MICHIGAN, NEW MEXICO, AND TEXAS. WAGE RATES ROSE ALMOST THREE PERCENT IN THE AREAS ANALYZED, WITH CALIFORNIA LEADING IN THE RATE RISE. TOTAL SEASONAL HIRED WORKER EMPLOYMENT WAS DOWN. IN TEXAS, RATES ROSE SLIGHTLY, IN ARIZONA, RATES DROPPED SLIGHTLY, MAINLY DUE TO A DROP OF NEARLY FOUR PERCENT IN THE RATES PAID IN THE LETTUCE HARVEST. IN ARKANSAS RATES DECLINED BECAUSE A CROP IN COTTON CHOPPING RATES MORE THAN OFFSET A RISE IN COTTON PICKING RATES. IN NEW MEXICO, RATES FOR PREHARVEST ACTIVITIES ROSE. IN COLORADO AND MICHIGAN WAGE ADVANCES WERE LARGELY THE RESULT OF INCREASES IN SUGAR BEET CULTIVATION RATES. BASED ON THE RATE FINDINGS, AN ADVERSE EFFECT DETERMINATION WAS ISSUED BY THE BUREAU OF EMPLOYMENT SECURITY. THIS PROVIDED THAT THE EMPLOYMENT OF MEXICAN NATIONALS AT HOURLY RATES IN 22 STATES COULD NOT BE AUTHORIZED BELOW CERTAIN RATES, RANGING FROM 60 CENTS TO ONE DOLLAR, DEPENDING UPON THE STATE. PART TWO OF THE REPORT CONSISTED OF PREVAILING-WAGE DETERMINATIONS ISSUED DURING 1961 FOR THE SEVEN MAJOR STATES EMPLOYING MEXICAN NATIONALS.
ERIC: ED002323

1750 FARM LABOR ORGANIZING 1905-1967, A BRIEF HISTORY. JUL67
TOONI, LINDA LEWIS ;AND OTHERS
NATIONAL ADVISORY COMMITTEE ON FARM LABOR, NEW YORK, N.Y.
NOTES: 74P.
ACTIVITIES, AGRICULTURAL LABORERS, CHINESE, FARM LABOR, HISTORICAL REVIEWS, IMMIGRANTS, LABOR UNIONS, ORGANIZATION, AFL, NATIONAL AGRICULTURAL WORKERS UNION, NATIONAL FARM LABOR UNION, NATIONAL LABOR RELATIONS ACT, SOUTHERN TENANT FARMERS UNION
AGRICULTURAL LABORERS HAVE BEEN INEFFECTIVE IN ORGANIZING A LABOR UNION. THE NATIONAL LABOR RELATIONS ACT WRITTEN IN 1935 ORIGINALLY HAD PROVISIONS FOR AGRICULTURAL LABORERS, BUT IT WAS DELETED BEFORE FINAL PASSAGE. EARLY ORGANIZING ATTEMPTS OCCURRED IN THE LATE YEARS OF THE 19TH CENTURY WHEN CHINESE IMMIGRANTS ORGANIZED PROTECTIVE ASSOCIATIONS KNOWN AS TONGS. THE WOBBLIES WERE ORGANIZED IN 1905 AS A RESULT OF A MERGER OF MINERS AND LABOR UNIONS. FARM LABOR ORGANIZING DURING THE DEPRESSION YEARS WAS VIRTUALLY NON-EXISTENT, UNTIL 1934, WHEN THE SOUTHERN TENANT FARMERS UNION WAS ORGANIZED IN ARKANSAS, AND ITS ACTIVITIES PROVIDED GREAT IMPETUS TO ALL UNION ORGANIZATION. IN 1946, THE AFL GRANTED A CHARTER TO THE NATIONAL FARM UNION AND THIS UNION IN TURN BECAME THE NATIONAL AGRICULTURAL WORKERS UNION. THE MISSISSIPPI FREEDOM LABOR UNION WAS ORGANIZED IN 1964 AND PROVIDED A BREAKTHROUGH FOR OTHER LABOR UNIONS SUCH AS THE NATIONAL FARM WORKERS ASSOCIATION, UNITED FARM WORKERS ORGANIZING COMMITTEE, AND AGRICULTURAL WORKERS. ORGANIZATIONAL ACTIVITIES ARE TAKING PLACE IN CALIFORNIA, LOUISIANA, TEXAS, WISCONSIN, MICHIGAN, FLORIDA, NEW JERSEY, AND NEW YORK. THE AFL-CIO HAS BEEN INSTRUMENTAL IN PROVIDING GUIDANCE AND INITIATIVE TO THESE ORGANIZATIONAL ACTIVITIES. (JS)
ERIC: ED013679

1751 FARM MECHANIZATION AND LABOR STABILIZATION, PART II IN A SERIES ON TECHNOLOGICAL CHANGE AND FARM LABOR USE, KERN COUNTY, CALIFORNIA, 1961. RESEARCH REPORT NO. 280. JAN 65
METZLER, WILLIAM H.
CALIFORNIA AGRICULTURAL EXPERIMENT STATION, BERKELEY. GIANNINI FOUNDATION OF AGRICULTURAL ECONOMICS.; ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C. FARM PRODUCTION ECONOMICS DIV.
NOTES: 65P.
AGRICULTURAL LABORERS, AGRICULTURAL TRENDS, CREW LEADERS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EMPLOYMENT TRENDS, FARM LABOR PROBLEMS, INCOME, LABOR MARKET, LABOR SUPPLY, MANPOWER UTILIZATION, SEASONAL LABORERS, TECHNOLOGICAL ADVANCEMENT, UNDEREMPLOYED, CALIFORNIA, KERN COUNTY
A STRATIFIED RANDOM SAMPLE OF 69 6 WORKERS IN 361 HOUSEHOLDS IN KERN COUNTY, CALIFORNIA, WAS SELECTED TO INVESTIGATE THE CHANGES IN LABOR USE RESULTING FROM FARM MECHANIZATION, AND TO EXPLORE THE TREND TOWARDS A STABLE LABOR FORCE. SOME MAJOR FINDINGS WERE (1) MECHANIZATION OF THE COTTON HARVEST HAS ERASED THE HIGH PEAK OF SEASONAL FARM LABOR, (2) MANAGEMENT OF LABOR RECRUITMENT CAN LEAD TO THE DEVELOPMENT OF A DEPENDABLE LOCAL LABOR FORCE, (3) MUCH OF THE PROBLEM IS DUE TO MIGRANT CREWS MOVING OVER THE STATE AND TAKING JOBS AWAY FROM LOCAL WORKERS, (5) THE SEASONAL WORK FORCE IS GREATLY UNDER-UTILIZED, (6) UNDEREMPLOYMENT IS LARGELY DUE TO PREJUDICES OF WORKERS AGAINST CERTAIN KINDS OF FARM WORK, (7) A WORK PROGRAM, INCLUDING LEARNING MARKETABLE SKILLS WOULD ASSIST IN MEETING FARM LABOR FAMILY NEEDS. SOME RECOMMENDED ACTIVITIES USEFUL IN STABILIZING LOCAL LABOR SUPPLY WERE (1) INCREASED ACTIVITY BY GROWER GROUPS IN RECRUITING AND HANDLING LABOR, (2) EXPERIMENTATION WITH CREWS TRAINED TO DO ALL TYPES OF FARM JOBS, (3) DEVELOPMENT OF NEW CROPS AND VARIETIES TO SMOOTH OUT THE WORK YEAR, AND (4) IN-MIGRATION OF NEW WORKERS WILLING TO DO ALL FARM JOBS. A RELATED DOCUMENT IN THIS SERIES IS AVAILABLE AS VT 006 536. (DM)
ERIC: ED029085

1752 FARM POPULATION OF THE UNITED STATES 1968. 31 JUL 69
BEALE, CALVIN L.
BUREAU OF THE CENSUS (DOC), SUITLAND, MD.; ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 11P.
EMPLOYMENT TRENDS, FARMERS, LABOR FORCE, POPULATION TRENDS, RACE, RURAL FARM RESIDENTS, RURAL POPULATION, SURVEYS, TABLES (DATA), UNEMPLOYMENT

(CONT.)

1752 IN APRIL 1968, APPROXIMATELY 10,454,000 PERSONS LIVED ON FARMS IN THE UNITED STATES--ABOUT ONE PERSON IN EVERY 19. THE FARM POPULATION HAD DECLINED STEADILY FROM 1960 AND DROPPED 3.9 PERCENT FROM 1967 TO 1968. FROM 1960 TO 1968, THERE CONTINUED TO BE MORE MALES THAN FEMALES LIVING ON FARMS, AND THE NUMBER OF FARM CHILDREN UNDER 14 YEARS OF AGE DROPPED BY 45 PERCENT WHILE THE NUMBER OF FARM PERSONS OVER 14 DECLINED BY ONLY 28 PERCENT. THERE WERE 1.1 MILLION NONWHITE FARM RESIDENTS, OR ABOUT 10.6 PERCENT OF THE TOTAL. ABOUT 60 PERCENT OF THE FARM POPULATION WAS IN THE LABOR FORCE, AND LESS THAN 2 PERCENT WAS UNEMPLOYED. SIX TABLES AND A CHART ARE APPENDED. (BC)
ERIC: ED058385 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (C3.186 P-27/40, $.15)

1753 FARM POPULATION OF THE UNITED STATES 1974. CURRENT POPULATION REPORTS, FARM POPULATION. DEC 75
BANKS, VERA J.:AND OTHERS
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV.
NOTES: 23P.; FOR RELATED DOCUMENTS, SEE ED 058 385 AND ED 098 002
AGE, AGRICULTURAL LABORERS, BIRTH RATE, CENSUS FIGURES, COMPARATIVE ANALYSIS, DEMOGRAPHY, EMPLOYMENT, FAMILY INCOME, INDUSTRY, LABOR FORCE, POPULATION TRENDS, RACIAL DIFFERENCES, RURAL FARM RESIDENTS, RURAL URBAN DIFFERENCES, SEX DIFFERENCES, SOCIOECONOMIC STATUS, TABLES (DATA), NONFARM POPULATION
BASED ON DATA DERIVED PRIMARILY FROM THE CURRENT POPULATION SURVEY OF THE BUREAU OF THE CENSUS, THIS STATISTICAL REPORT PRESENTS DEMOGRAPHIC AND LABOR FORCE CHARACTERISTICS OF THE U.S. FARM POPULATION AND A COMPARISON OF SELECTED CHARACTERISTICS OF THE FARM AND NONFARM POPULATION. TABULAR DATA ARE PRESENTED AS FOLLOWS (1) POPULATION OF THE U.S., TOTAL AND FARM APRIL 1960 AND 1974; (2) PERSONS 14 YEARS OLD AND OVER EMPLOYED IN AGRICULTURE AND NONAGRICULTURAL INDUSTRIES BY FARM-NONFARM RESIDENCE AND RACE APRIL 1974 AND 1970; (3) NONFARM RESIDENTS 14 YEARS OLD AND OVER EMPLOYED IN AGRICULTURE, BY CLASS OF WORKER AND SEX APRIL 1974 AND 1970; (4) SELECTED CHARACTERISTICS OF FARM AND NONFARM POPULATIONS BY RACE 1974; (5) FARM POPULATION, BY AGE AND SEX APRIL 1974 AND 1970; (6) FARM POPULATION, BY RACE AND SEX, FOR BROAD AGE GROUPS; APRIL 1974 AND 1970; (7) EMPLOYMENT STATUS OF THE FARM POPULATION 14 YEARS OLD AND OVER, BY SEX APRIL 1974 AND 1970; BY REGIONS APRIL 1974; (8) EMPLOYMENT STATUS OF THE FARM POPULATION 14 YEARS OLD AND OVER, BY RACE AND SEX, FOR REGIONS APRIL 1974; (9) FARM RESIDENTS 14 YEARS OLD AND OVER EMPLOYED IN AGRICULTURE BY CLASS OF WORKER, RACE, AND SEX APRIL 1974 AND 1970; BY REGIONS APRIL 1974; (10) FARM RESIDENTS 14 YEARS OLD AND OVER EMPLOYED IN NONAGRICULTURAL INDUSTRIES BY CLASS OF WORKER, RACE, AND SEX, FOR REGIONS APRIL 1974. (JC)
ERIC: ED121490 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (ORDER NO. ERS-P-27, NO. 46, $0.55)

1754 FARM POPULATION OF THE UNITED STATES 1975. CURRENT POPULATION REPORTS FARM POPULATION. SEP 76
BANKS, VERA J.:AND OTHERS
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV.; ECONOMIC RESEARCH SERVICE (DOA), WASHINGTON, D.C.
NOTES: 28P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL PRINT SIZE OF ORIGINAL DOCUMENT. FOR RELATED DOCUMENTS, SEE ED 116 826-827, ED 121 490
AGE, AGRICULTURAL LABORERS, BIRTH RATE, CENSUS FIGURES, COMPARATIVE ANALYSIS, DEMOGRAPHY, EMPLOYMENT, GEOGRAPHIC REGIONS, INCOME, INDUSTRY, LABOR FORCE, POPULATION TRENDS, RACIAL DIFFERENCES, RURAL FARM RESIDENTS, RURAL POPULATION, RURAL URBAN DIFFERENCES, SEX DIFFERENCES, SOCIOECONOMIC STATUS, TABLES (DATA), NONFARM POPULATION
PRESENTED VIA NARRATIVE AND TABULAR DATA, THIS REPORT INCLUDES POPULATION OF THE U.S., TOTAL AND FARM 1960-1975; METROPOLITAN-NONMETROPOLITAN RESIDENCE OF THE FARM AND NONFARM POPULATION, BY RACE 1975; FERTILITY CHARACTERISTICS OF FARM AND NONFARM WOMEN, BY RACE 1975; PERSONS 14 YEARS OLD AND OVER EMPLOYED IN AGRICULTURE, BY FARM-NONFARM RESIDENCE AND SEX APRIL 1975 AND 1970; NONFARM RESIDENTS 14 YEARS OLD AND OVER EMPLOYED IN AGRICULTURE, BY CLASS OF WORKER AND SEX APRIL 1975 AND 1970; INCOME CHARACTERISTICS OF FARM AND NONFARM FAMILIES, BY RACE 1974; FARM POPULATION, BY RACE AND SEX, FOR BROAD AGE GROUPS APRIL 1975 AND 1970; FARM POPULATION, BY AGE AND SEX APRIL 1975 AND 1970; CHARACTERISTICS OF FARM AND NONFARM FAMILIES, BY RACE 1975; EMPLOYMENT STATUS OF THE FARM POPULATION 14 YEARS OLD AND OVER, BY SEX, APRIL 1975 AND 1970, AND BY REGION, APRIL 1975; EMPLOYMENT STATUS OF THE FARM POPULATION 14 YEARS OLD AND OVER, BY RACE, SEX, AND FOR REGION APRIL 1975; FARM RESIDENTS 14 YEARS OLD AND OVER EMPLOYED IN AGRICULTURE, BY CLASS OF WORKER, RACE, AND SEX, APRIL 1975 AND 1970, AND BY REGION APRIL 1975; FARM RESIDENTS 14 YEARS OLD AND OVER EMPLOYED IN NONAGRICULTURAL INDUSTRIES, BY CLASS OF WORKER, RACE, AND SEX, FOR REGIONS APRIL 1975. (JC)
ERIC: ED129550 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (ERS-P-27, NO. 47, $0.65)

1755 FARM TURMOIL FROM A MODEL LAW 1975
BUSINESS WEEK, NO.2402, OCT 13, 1975, P. 88.
AGRICULTURE, COLLECTIVE BARGAINING, COST OF LIVING, ECONOMICS, INDUSTRIAL RELATIONS, LABOR FORCE, LABOR LAW, PRICE STRUCTURE, UNIONS
THE AGRICULTURAL LABOR RELATIONS ACT IN CALIFORNIA WAS DESIGNED TO ASSIST ORDERLY ORGANIZING AND BARGAINING IN AGRICULTURAL INDUSTRIES BUT HAS ALREADY GIVEN RISE TO LEGAL, SOCIAL AND TECHNOLOGICAL PROBLEMS. SHOULD THE LAW BE ACCEPTED ELSEWHERE AND FARM WORKERS CONTINUE TO JOIN UNIONS, STANDARDS OF LIVING AND FOOD PRICE WILL RISE.
MGMT: BWE75J1388

1756 FARM-FAMILY SCHOOLING DECISIONS: DETERMINANTS OF THE QUANTITY AND QUALITY OF EDUCATION IN AGRICULTURAL POPULATIONS 1977
ROSENZWEIG, M.R.
JOURNAL OF HUMAN RESOURCES, VOL.12, NO.1, WINTER 1977, P. 71-91. BIBLIOG. 20
AGRICULTURE, CONSUMER EXPENDITURE, EDUCATION, HUMAN RESOURCE DEVELOPMENT, TECHNOLOGICAL CHANGE
A TWO-PERIOD MODEL OF THE FARM FAMILY IS DEVELOPED TO EXAMINE RATES, DURATIONS OF AND TOTAL EXPENDITURES ON SCHOOL ENROLLMENTS FOR FARM FAMILY CHILDREN. THE RESPONSES OF THE MODEL TO CHANGES IN FARM VALUE AND RATE OF TECHNOLOGICAL INNOVATION ARE COMPATIBLE WITH EMPIRICAL DATA.
MGMT: JHR7740071

1757 FARM-NONFARM DIFFERENTIALS IN FERTILITY THE EFFECTS OF COMPOSITIONAL AND SEX-ROLE FACTORS. SEP 77
JOHNSON, NAN E.:AND OTHERS
NOTES: 44P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE RURAL SOCIOLOGICAL SOCIETY (MADISON, WISCONSIN, SEPTEMBER 1977)
ACADEMIC ACHIEVEMENT, AGE DIFFERENCES, BELIEFS, BIRTH RATE, FEMALES, GROUP NORMS, HYPOTHESIS TESTING, LABOR FORCE, MARITAL INSTABILITY, MARRIAGE, NATIONAL SURVEYS, RACIAL DIFFERENCES, RELIGION, RURAL POPULATION, RURAL URBAN DIFFERENCES, SEX ROLE, NATIONAL FERTILITY STUDY, NONFARM POPULATION, PLACE OF RESIDENCE, TRADITIONALISM
DATA DERIVED FROM THE 1970 NATIONAL FERTILITY STUDY (NFS II INCLUDED POST-MARRIED WOMEN, INFORMATION ON ALL COMPOSITIONAL FACTORS FOR EACH RESPONDENT, AND AN 18-ITEM SECTION ON SEX-ROLE IDEOLOGY) WERE USED TO TEST THE FOLLOWING HYPOTHESES FARM WOMEN ARE MORE TRADITIONAL IN SEX-ROLE IDEOLOGY THAN NONFARM WOMEN: THE HIGHER THE SEX-ROLE TRADITIONALISM, THE HIGHER THE ACTUAL FERTILITY: THE HIGHER FARM THAN NONFARM FERTILITY WILL BE SUSTAINED AFTER AGE AT FIRST MARRIAGE, EDUCATION, MARITAL INSTABILITY, LABOR FORCE PARTICIPATION, RELIGION, RACE, AND DURATION OF MARRIAGE HAVE BEEN CONTROLLED: THE FARM-NONFARM FERTILITY DIFFERENTIAL WILL DISAPPEAR AFTER THESE SAME VARIABLES AND SEX-ROLE IDEOLOGY HAVE BEEN CONTROLLED. SEX-ROLE IDEOLOGY INCLUDED DIMENSIONS OF CAPTURED NORMATIVE ORIENTATIONS RE FEMALE RIGHTS OF ACCESS TO EXTRAFAMILIAL ROLES: BELIEFS ABOUT THE CONSEQUENCES TO A WOMAN AND HER FAMILY OF PROCREATION THAT SUCH NORMS PRESUPPOSE: AND BELIEFS REGARDING INNATE PHYSIOLOGICAL, PSYCHOLOGICAL, OR MENTAL CAPACITIES CONDITIONED BY GENDER. RESULTS INDICATED SUPPORT FOR HYPOTHESES I AND II AND LACK OF SUPPORT FOR HYPOTHESES III AND IV: HOWEVER, IT WAS SUGGESTED THAT ALTHOUGH RESIDENCE HAD THE SMALLEST STATISTICALLY SIGNIFICANT REGRESSION WEIGHT, THE VERY UNEVEN DIVISION OF THE SAMPLE BETWEEN FARM AND NONFARM CATEGORIES (6% VS 94%) MIGHT ACCOUNT FOR AN UNDERESTIMATION OF THE EFFECT OF RESIDENCE, PARTICULARLY SINCE RURAL NONFARM WAS SUBSUMED IN THE NONFARM CATEGORY. (JC)
ERIC: ED143491

1758 FARMWORKERS, A REPRINT FROM THE 1966 MANPOWER REPORT. 66
NOTES: 32P.
EDUCATIONAL PROGRAMS, EMPLOYMENT TRENDS, FARM LABOR, FARM LABOR SUPPLY, FEDERAL LAWS, FOREIGN WORKERS, INCOME, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MIGRANT WORKERS, POPULATION TRENDS, POVERTY PROGRAMS, RURAL AREAS, RURAL POPULATION, VOCATIONAL EDUCATION
ALTHOUGH THE AVERAGE STANDARD OF LIVING OF FARM PEOPLE HAS BEEN RISING STEADILY, THEY CONTINUE TO FACE SEVERE PROBLEMS OF UNDEREMPLOYMENT AND POVERTY. THE AVERAGE PER CAPITA INCOME OF FARM RESIDENTS IS LESS THAN TWO-THIRDS THAT OF THE NONFARM POPULATION. MILLIONS HAVE MOVED TO CITIES, LEAVING STAGNATING RURAL COMMUNITIES, AND INCREASING THE CITY SLUM POPULATION. TO INCREASE FARM EMPLOYMENT, HIRING OF FOREIGN WORKERS HAS BEEN SHARPLY CURTAILED, AND MOBILE TEAMS OF STATE AND FEDERAL GOVERNMENT OFFICIALS HAVE INITIATED RECRUITMENT PROGRAMS FOR PLACING UNEMPLOYED AND COLLEGE YOUTH, AMERICAN INDIANS, PUERTO RICANS, AND OTHERS. BOTH EMPLOYMENT TIME AND WAGE RATES HAVE INCREASED IN AREAS WHERE FOREIGN WORKERS FORMERLY WERE USED. THE VOCATIONAL TRAINING ACT OF 1963, THE MANPOWER DEVELOPMENT AND TRAINING ACT, THE AREA REDEVELOPMENT ACT OF 1961, THE RURAL AREAS DEVELOPMENT PROGRAM, MANY WAR ON POVERTY PROGRAMS, NEIGHBORHOOD YOUTH CORPS PROGRAMS, AND OTHERS HELP TO ALLEVIATE THE NEEDS OF THE FARMWORKER. THERE SHOULD BE CONTINUED RURAL EDUCATION, ECONOMIC AND JOB DEVELOPMENT IN RURAL AREAS, REGULARIZATION OF EMPLOYMENT FOR FARMWORKERS, FURTHER REDUCTION OF FOREIGN LABOR, LEGISLATION PROVIDING LABOR STANDARDS AND INCOME SECURITY FOR FARMWORKERS, BETTER WORKER HOUSING, AND HELP FOR FARM TO NONFARM MIGRANTS. MORE RESEARCH IS NEEDED TO DETERMINE THE CHARACTERISTICS AND PROBLEMS OF RURAL FARM AND NONFARM PEOPLE IN DEVELOPING EFFECTIVE PROGRAMS TAILORED TO THEIR SPECIAL NEEDS, AND IDENTIFY ANTICIPATED TECHNOLOGICAL CHANGES IN AGRICULTURE IN ADVANCE OF PLANNED MANPOWER EDUCATIONAL PROGRAMS THAT WILL AID DISPLACED WORKERS. A COMPREHENSIVE REVIEW OF AGRICULTURE POLICIES, NEEDS, AND PROGRAM DEVELOPMENT IS EXPECTED AS A RESULT OF THE RECENT PRESIDENTIAL APPOINTMENT OF THE NATIONAL ADVISORY COMMISSION ON FOOD AND FIBER AND THE COMMISSION ON RURAL POVERTY. THIS DOCUMENT IS A REPRINT FROM THE 1966 MANPOWER REPORT
AIM/ARM: VT003748

1759 FEAR OF SUCCESS: ATTRIBUTION OF CAUSE TO THE VICTIM 1976
CONDRY, J.: DYER, S.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 63-83. BIBLIOG. 67
BEHAVIORAL SCIENCE, BIBLIOGRAPHIES, CAREER DEVELOPMENT, COMPETITION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, LEADERSHIP, MOTIVATION, PERSONALITY, PSYCHOLOGY, SOCIAL CHANGE, WOMEN
FEAR OF SUCCESS IS MORE COMMON IN WOMEN WITH HIGH ACHIEVEMENT MOTIVATION OR CAPABILITY THAN WOMEN LOW IN THESE CHARACTERISTICS. NEGATIVE CONSEQUENCES OF DEVIANCY, NEGATIVE

(CONT.)

1759 CONSEQUENCES IN INTERPERSONAL SITUATIONS, AND IMPLICATIONS FOR CHANGE ARE DISCUSSED. WITH ADULT HUMAN BEINGS, EVENTS ALWAYS EXIST IN THE CONTEXT OF PAST EXPERIENCE.
MGMT: JSI76P0063

1760 THE FEASIBILITY OF FEASIBILITY TESTING OBSERVATIONS FROM THE PORTLAND WIN VOUCHER TEST. MAY 77
GREENHOUSE, CAROL
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. 51-11-73-02
NOTES: 59P.; BEST COPY AVAILABLE
ADMINISTRATIVE PROBLEMS, DEMONSTRATION PROGRAMS, EDUCATION VOUCHERS, FEASIBILITY STUDIES, INSTITUTIONAL RESEARCH, JOB TRAINING, NONDIRECTIVE COUNSELING, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, RESEARCH PROBLEMS, STAFF ROLE, TRAINEES, VOCATIONAL EDUCATION, WELFARE RECIPIENTS, OREGON, OREGON (PORTLAND), WORK INCENTIVE PROGRAM
THIS REPORT IS A RETROSPECTIVE ACCOUNT OF A SINGLE RESEARCH PROJECT CONDUCTED BETWEEN 1973 AND 1976 WHICH INVOLVED A FIELD STUDY OF THE ADMINISTRATIVE FEASIBILITY OF VOUCHERS FOR SKILL TRAINING IN THE WORK INCENTIVE PROGRAM (WIN) IN PORTLAND, OREGON. (THE PROGRAM WAS DESIGNED TO CHANGE RELATIONSHIPS AMONG CLIENTS, WIN STAFF, AND TRAINING VENDORS, BY TRANSFERRING RESPONSIBILITY FOR DECISION MAKING AND NEGOTIATIONS FOR TRAINING ARRANGEMENTS FROM STAFF TO CLIENTS--NONDIRECTIVE COUNSELING.) FOCUS IN THIS REPORT IS ON HOW EVALUATION RESEARCH OR FEASIBILITY TESTING (USING THE IMPLEMENTATION OF THE WIN VOUCHER SYSTEM AS AN EXAMPLE) CAN BE EFFECTED BY STAFF NONCOOPERATION, PROBLEMS OF INTRA- AND INTERAGENCY COORDINATION, AND OTHER VARIABLES (E.G., GOAL CONFLICT, COMMUNICATION). A SIXTEEN-PAGE CONCLUDING SECTION DISCUSSES LITERATURE CONCERNED WITH PROGRAM EVALUATION AND DESCRIBES ELEMENTS WHICH MIGHT GO INTO A SYSTEMATIC APPROACH TO PROGRAM IMPLEMENTATION ANALYSIS. SUGGESTIONS FOR WAYS IN WHICH A TWO-LEVEL APPROACH TO EVALUATION RESEARCH MIGHT INCREASE THE CLARITY, COMPREHENSIVENESS, AND SOPHISTICATION OF RESEARCH RESULTS ARE ALSO INCLUDED. (SH)
ERIC: ED143963

1761 THE FEASIBILITY OF VOUCHERED TRAINING IN WIN REPORT ON THE FIRST PHASE OF A STUDY. PAPER NO. 539. DEC 74
RICHARDSON, ANN;SHARP, LAURE M.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C.
NOTES: 52P.
EDUCATIONAL PROGRAMS, EDUCATION VOUCHERS, FEASIBILITY STUDIES, JOB TRAINING, OCCUPATIONAL CHOICE, PARTICIPANT CHARACTERISTICS, PROGRAM COSTS, PROGRAM DESCRIPTIONS, WORK EXPERIENCE PROGRAMS, WIN, WORK INCENTIVE PROGRAM
THE PRELIMINARY STUDY EXPLORES THE FEASIBILITY OF A VOUCHER SYSTEM FOR PURCHASE OF SKILL TRAINING BY PARTICIPANTS IN THE WORK INCENTIVE PROGRAM (WIN) AND DESCRIBES THE PORTLAND, OREGON VOUCHER SYSTEM. TIME LIMITS ON VOUCHERS, VOUCHERABLE OCCUPATIONS, DOLLAR LIMITS ON VOUCHERS, ELIGIBILITY OF CLIENTS, ELIGIBILITY OF VENDORS, TIMING AND FINANCIAL ASSISTANCE FOR VOUCHER DECISIONS, AND CLIENT AND COUNSELOR ROLE CONTENT ARE DISCUSSED. DATA ON PERSONAL CHARACTERISTICS OF 167 VOUCHER CLIENTS (ABOUT ONE-THIRD OF THOSE ENROLLED IN THE 1974 LOCAL WIN PROGRAM) ARE COMPARED TO DATA ON 161 CLIENTS WHO HAD TAKEN REGULAR WIN TRAINING IN PORTLAND IN 1973. THIS SECTION CONTAINS TABLES AND DISCUSSION COMPARING THE TWO GROUPS WITH REFERENCE TO OCCUPATIONS AND THE SCHOOLS, THE TRAINING OCCUPATIONS, THE TRAINING INSTITUTIONS, LENGTH AND COSTS OF TRAINING, AND COUNSELOR EXPERIENCE WITH THE VOUCHER PROGRAMS. CONCLUSIONS DEAL WITH ATTRACTIVENESS OF THE PROGRAM, CLIENTS DECISIONS AND LEVELS OF OCCUPATIONAL CHOICE, PREFERENCE OF TRAINING SCHOOLS, USE OF ALLOWABLE TIME AND MONEY, AND COST COMPARISON. CONCLUSIONS POINT GENERALLY TO ADMINISTRATIVE FEASIBILITY, AND PLANS ARE OUTLINED BRIEFLY FOR FOLLOWUP STUDIES. (MDW)
ERIC: ED105144

1762 A FEASIBILITY STUDY OF A COMPUTER-BASED MANPOWER INFORMATION SYSTEM FOR THE CONSTRUCTION INDUSTRY. 2 JAN 73
MARKOWITZ, EDWARD A.;AND OTHERS
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 66P.; PROJECT OF MIT-HARVARD JOINT CENTER FOR URBAN STUDIES
COMPUTER ORIENTED PROGRAMS, CONSTRUCTION INDUSTRY, ECONOMIC CHANGE, EMPLOYMENT PROJECTIONS, FEASIBILITY STUDIES, INFORMATION SYSTEMS, JOB PLACEMENT, LABOR MARKET, LABOR UNIONS, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION, RECORDKEEPING, SYSTEMS DEVELOPMENT
THE RESULT OF A PRESIDENTIAL DIRECTIVE, THIS STUDY WAS CONDUCTED TO DETERMINE THE FEASIBILITY AND MEANS FOR IMPLEMENTING A COMPUTER-ASSISTED LABOR MARKET INFORMATION SYSTEM DESIGNED TO IMPROVE INFORMATION FLOW IN AND ABOUT THE CONSTRUCTION INDUSTRY. DATA WERE COLLECTED BY MEANS OF (1) EXTENSIVE RESEARCH REVIEWS, (2) CONTACT WITH SELECTED CONSTRUCTION PERSONNEL, AND (3) DIRECT OBSERVATION OF THE INFORMATION FLOW IN SEVERAL CONSTRUCTION CENTERS. FINDINGS REVEALED THAT A COMPUTER-BASED SYSTEM IS FEASIBLE, BUT THE SUCCESSFUL IMPLEMENTATION OF SUCH A SYSTEM DEPENDS HEAVILY ON MEETING A NUMBER OF DESIGN AND HUMAN CRITERIA. (AUTHOR/SN)
ERIC: ED078139 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 214 184, MF $1.45, HC $3.00)

1763 A FEASIBILITY STUDY OF THE IMPACT OF MANPOWER PLACEMENT AND TRAINING PROGRAMS ON LOW-WAGE INDUSTRIES AND OCCUPATIONS. DEC 71
DIAMOND, DANIEL E.;BEDROSIAN, HRACH
NEW YORK UNIV., N.Y. COLL. OF BUSINESS AND PUBLIC ADMINISTRATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 92P.
EMPLOYMENT PATTERNS, FEASIBILITY STUDIES, JOB PLACEMENT, JOB TRAINING, LOW INCOME, MANPOWER DEVELOPMENT, OCCUPATIONAL INFORMATION, PERSONNEL DATA, SALARY DIFFERENTIALS, WAGES, CEP, MANPOWER TRAINING AND PLACEMENT, WIN
THE EXPECTED EXPANSION OF MANPOWER TRAINING AND PLACEMENT PROGRAMS, PARTICULARLY OF THE WORK INCENTIVE TYPE, COULD HAVE A SIGNIFICANT IMPACT ON WAGE RATINGS AND HIRING STANDARDS IN THE LOW-WAGE SECTOR OF THE ECONOMY. TO ANSWER THIS QUESTION AN EXTENSIVE THREE-PHASE PROJECT WAS FORMULATED. THIS STUDY (THE FIRST PHASE) WAS DESIGNED TO ASCERTAIN IF SUFFICIENT DATA WERE AVAILABLE TO CONDUCT THE RESEARCH. DATA COLLECTED FROM A CONVENIENCE SAMPLE OF WIN AND CEP PROGRAMS IN N.J., N.Y., AND PA., AND ESTABLISHMENTS WHO EMPLOYED WIN AND CEP TERMINEES INDICATED THE CONTEMPLATED RESEARCH DESIGN COULD NOT BE SATISFACTORILY EXECUTED IN ITS PRESENT FORM. ALTHOUGH THIS STUDY WAS NOT DESIGNED TO DEVELOP FINDINGS, THE COLLECTED DATA POINTED SO DEFINITELY IN A PARTICULAR DIRECTION A NUMBER OF TENTATIVE FINDINGS WERE MADE. THE HIGHLY DISPERSED CHARACTER OF WIN AND CEP PLACEMENTS AND THE INSIGNIFICANT NUMBER OF THESE TERMINEES RELATIVE TO THE SIZE OF THE RESPECTIVE EMPLOYER WORK FORCES INDICATE THAT MANPOWER TRAINING AND PLACEMENT PROGRAMS PROBABLY HAVE HAD NO IMPACT ON WAGES PAID IN LOW-WAGE OCCUPATIONS AND INDUSTRIES. NOR IS IT LIKELY THAT AN EXPANDED PROGRAM, E.G. FAP, WOULD SIGNIFICANTLY AFFECT WAGE RATES IN THE LOW WAGE SECTOR. AT THE SAME TIME THESE PROGRAMS HAVE ENCOURAGED EMPLOYERS TO INSTITUTE MORE REALISTIC HIRING REQUIREMENTS FOR LESS-SKILLED JOBS. (NTIS)
ERIC: ED081914 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-206 384, MF $1.45, HC $3.00)

1764 FEASIBILITY STUDY TO DEVELOP A MODEL FOR FURTHERING THE INVOLVEMENT OF PRIVATE INDUSTRY WITH CETA SPONSORS ESPECIALLY IN TRAINING AND PLACEMENT 15 JUL 77
ANDERSON, BERNARD E.;WELSH, JOHN E.
WHARTON SCHOOL, PHILADELPHIA, PA. INDUSTRIAL RESEARCH UNIT.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-21-42-77-02
NOTES: FINAL REPT. OCT 76-JUL 77 21P
PERSONNEL DEVELOPMENT, SPECIALIZED TRAINING, COMPREHENSIVE EDUCATION AND TRAINING ACT, NTISLABPEU, NTISLABETA
THE MAJOR OBJECTIVE OF THE FEASIBILITY STUDY WAS TO DEVELOP A MODEL FOR INCREASING PRIVATE-SECTOR PARTICIPATION IN THE CETA MANPOWER SERVICE SYSTEM. THE ROLE OF THE PRIVATE SECTOR IN CETA HAS BEEN A QUESTION OF CONSIDERABLE DISCUSSION FOR SEVERAL REASONS. THIS FEASIBILITY STUDY WAS UNDERTAKEN IN PART TO TEST THE VALIDITY OF THE PROPOSITION THAT A MAJOR DEVICE FOR INCREASING PRIVATE-SECTOR INVOLVEMENT WITH CETA WOULD BE TO INCREASE PRIVATE-SECTOR PARTICIPATION ON CETA ADVISORY COUNCILS.
NTIS: PB-270 570/5ST NTIS PRICES PC A02/MF A01

1765 FEDERAL ASSISTANCE TO TRAINING PROGRAMS 69 JUN
NADLER, LEONARD
TRAINING IN BUS AND IND;6;6;33-45
ADULT BASIC EDUCATION, EMPLOYMENT PROGRAMS, FEDERAL AID, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, PRIVATE AGENCIES
ERIC: EJ007962

1766 FEDERAL DIRECTIONS FOR THE AGED NOV-DEC 76
ORIOL, WILLIAM;AFFELDT, DAVID
SOCIAL POLICY;7;3;76-80
OLDER ADULTS, CAREER CHANGE, CAREER OPPORTUNITIES, GOVERNMENT ROLE, EMPLOYMENT OPPORTUNITIES, GERONTOLOGY, GERIATRICS, SENIOR CITIZENS, SOCIAL SERVICES, EMPLOYMENT SERVICES
SUGGESTS THAT COMMUNITY SERVICE SECOND CAREERS COULD PLAY AN IMPORTANT ROLE IN DEFERRING SOCIAL SECURITY RETIREMENT BENEFITS, BUT THAT THE MOTIVATION HAS TO BE FOR MORE THAN A WISH TO RELIEVE PRESSURES ON SOCIAL SECURITY. (AUTHOR/AM)
ERIC: EJ152556

1767 THE FEDERAL GOVERNMENT AND MANPOWER A CRITICAL LOOK AT THE MDTA-INSTITUTIONAL AND JOB CORPS PROGRAM. AUG 73
O'NEILL, DAVE M.
AMERICAN ENTERPRISE INST. FOR PUBLIC POLICY RESEARCH, WASHINGTON, D.C.
NOTES: 71P.
DISADVANTAGED YOUTH, EDUCATIONAL PROGRAMS, FEDERAL AID, FEDERAL PROGRAMS, FINANCIAL SUPPORT, MANPOWER DEVELOPMENT, PROGRAM EFFECTIVENESS, TABLES (DATA), TRAINING, JOB CORPS, MANPOWER DEVELOPMENT AND TRAINING ACT
THE AVAILABLE EVIDENCE SUGGESTS THE MDTA-INSTITUTIONAL PROGRAM SHOULD BE REVAMPED WITH MORE RELIANCE ON THE PRIVATE SECTOR FOR PRODUCTION AND DELIVERY OF INSTITUTIONAL TRAINING. IN HIS REVIEW OF ELEVEN STUDIES OF FEDERAL MANPOWER PROGRAMS, O'NEILL FINDS THAT THE MDTA-INSTITUTIONAL PROGRAM, THE OLDEST OF THE FEDERAL TRAINING APPROACHES, HAS APPARENTLY FAILED TO RAISE THE LONGRUN EARNING CAPACITY OF ITS TRAINEES. THIS PROGRAM, HE CONCLUDES, HAS NOT AMOUNTED TO MUCH MORE THAN AN ELABORATE JOB-FINDING AND APPLICANT-SCREENING PROGRAM. ON THE OTHER HAND, THE JOB CORPS SEEMS TO BE THE PROGRAM WHICH HOLDS THE MOST PROMISE FOR THE FUTURE. THE AUTHOR PRESENTS VARIOUS REFORM

(CONT.)
1767 POSSIBILITIES SUGGESTED BY THE EVIDENCE, INCLUDING VOUCHER LOANS OR GRANTS FOR TRAINING APPLICANTS OTHER THAN THE HARD-CORE DISADVANTAGED. STATISTICAL TABLES ARE GIVEN TO ILLUSTRATE THE FINDINGS. THE APPENDIX CONTAINS SUMMARIES OF THE ELEVEN IMPACT STUDIES SURVEYED. (AUTHOR/DS)
ERIC: ED085477 AMERICAN ENTERPRISE INSTITUTE FOR PUBLIC POLICY RESEARCH, 1150 SEVENTEENTH STREET, N.W., WASHINGTON, D.C. 20036 ($3.00)

1768 THE FEDERAL GOVERNMENT AS AN EMPLOYER OF THE UNSKILLED AND UNDEREDUCATED. JAN 73
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. BUREAU OF RECRUITING AND EXAMINING.
CONTRACT NO. 14
EDUCATIONALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL GOVERNMENT, MANPOWER DEVELOPMENT, UNSKILLED WORKERS, EMPLOYMENT OPPORTUNITIES, JOB TRAINING, VOCATIONAL DEVELOPMENT
DESCRIBED IN THIS DOCUMENT ARE THE VARIOUS APPROACHES BEING TAKEN BY THE FEDERAL GOVERNMENT TO EMPLOY POTENTIAL LABOR FORCE PARTICIPANTS WHOSE LACK OF PREPARATION HAS PREVENTED THEM FROM OBTAINING REGULAR EMPLOYMENT ELSEWHERE. SPECIFIC INFORMATIONAL TOPICS PRESENTED INCLUDE (1) WORKING WITHIN THE MERIT SYSTEM, (2) THE WORKER-TRAINEE EXAMINATION, (3) JOB RESTRUCTURING, (4) UPWARD MOBILITY FOR LOWER LEVEL EMPLOYEES, (5) FEDERAL MANPOWER TRAINING PROGRAMS, (6) EQUAL EMPLOYMENT OPPORTUNITY, (7) VETERANS, (8) PUBLIC SERVICE CAREERS, (9) EMPLOYING THE MENTALLY RETARDED, (10) STUDENT EMPLOYMENT PROGRAMS, (11) OUTREACH--THE EXTRA STEP, (12) TRAINING FOR THE FOLLOW-THROUGH, AND (13) TECHNICAL ASSISTANCE FOR PUBLIC SERVICE EMPLOYERS. IN ADDITION, A SUMMARY IS PROVIDED. (SN)
AIM/APM: VT100534

1769 FEDERAL LAWS THAT TELL YOU HOW TO DEAL WITH YOUR EMPLOYEES 1977
PROFESSIONAL REPORT, VOL.7, NO.3, MARCH 1977, P. 18-19.
AGE, CHILDREN, DISCRIMINATION, EMPLOYEE RIGHTS, GOVERNMENT REGULATION, HEALTH, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR UNIONS, MATERNITY LEAVE, PENSION PLAN, UNEMPLOYMENT BENEFITS, WAGES
REVIEWS AREAS AFFECTED BY LAWS CONCERNING EMPLOYEES SINCE TITLE VII ADDITION TO THE CIVIL RIGHTS ACT OF 1964.
MGMT: PR077C0018

1770 FEDERAL LEGISLATION FOR A COMPREHENSIVE PROGRAM ON YOUTH EMPLOYMENT. 66
PIXON, R. A.
NEW YORK UNIV., N.Y.
NOTES: 25P.
ADULT BASIC EDUCATION, CIVIL RIGHTS, COMMUNITY ACTION, DELINQUENCY, DISADVANTAGED YOUTH, FEDERAL LEGISLATION, MANPOWER DEVELOPMENT, MEDICAL SERVICES, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT
THIS PAPER WHICH PRESENTS THE MAJOR FEDERAL LEGISLATION APPLICABLE TO YOUTH-WORK PROGRAMS AIMS AT INDICATING THE INTENT OF EACH LEGISLATION AND WHAT MAKES IT POSSIBLE, WHO ALLOCATES THE FUNDS, AND WHO CAN APPLY FOR AND RECEIVE FUNDS. SUB-SECTIONS OF THE ECONOMIC OPPORTUNITY ACT INCLUDE JOB CORPS, NEIGHBORHOOD YOUTH CORPS, COMMUNITY ACTION PROGRAMS, ADULT BASIC EDUCATION, AND SPECIAL WORK EXPERIENCE AND TRAINING PROGRAMS. OTHER PROGRAMS INCLUDED ARE VOCATIONAL EDUCATION, FEDERAL STATE EMPLOYMENT SERVICES, VOCATIONAL REHABILITATION, HEALTH CARE -- SOCIAL SECURITY AMENDMENTS, ELEMENTARY AND SECONDARY EDUCATION ACT, CIVIL RIGHTS ACT OF 1964, JUVENILE DELINQUENCY ACT, AND RELATED LEGISLATION (PUBLIC WORKS AND ECONOMIC DEVELOPMENT ACT OF 1965, APPALACHIAN REGIONAL DEVELOPMENT ACT OF 1965, AND HOUSING AND URBAN DEVELOPMENT ACT OF 1965). A CONCLUSION REFERS TO THE VAGUENESS OF THE LAWS AND THE LACK OF INTEGRATED COORDINATION AND DIRECTION. (NL)
ERIC: ED034951

1771 FEDERAL POLICIES AND PROGRAMS FOR AMERICAN INDIANS. STAFF REPORT =2. NOV 72
MUSKRAT, JOSEPH:AND OTHERS
COMMISSION ON CIVIL RIGHTS, WASHINGTON, D.C.
NOTES: 83P.
ADMINISTRATIVE AGENCIES, AMERICAN HISTORY, AMERICAN INDIANS, EDUCATION, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, NONRESERVATION AMERICAN INDIANS, RESERVATIONS (INDIAN), TABLES (DATA), TREATIES, TRIBES, BIA, BUREAU OF INDIAN AFFAIRS
THE DOCUMENT PRESENTS FEDERAL GOVERNMENT POLICIES AND PROGRAMS FOR AMERICAN INDIANS, AND THE HISTORY OF THE FEDERAL GOVERNMENT-INDIAN RELATIONSHIP. TOPICS DISCUSSED ARE (1) LAND MANAGEMENT AND INDUSTRIAL DEVELOPMENT; (2) EMPLOYMENT PROGRAMS; (3) EDUCATION; (4) WELFARE PROGRAMS; (5) OTHER FEDERAL PROGRAMS (HOUSING, TRANSPORTATION, AND PUBLIC SAFETY); AND (6) THE BUREAU OF INDIAN AFFAIRS. TABLES RELATING TO THE TOPICS DISCUSSED ARE AT THE END OF THE DOCUMENT. (FF)
ERIC: ED081522

1772 FEDERAL PROGRAMS FOR THE DEVELOPMENT OF HUMAN RESOURCES, A COMPILATION OF REPLIES FROM DEPARTMENTS AND AGENCIES OF THE U.S. GOVERNMENT TO A QUESTIONNAIRE FORMULATED BY THE SUBCOMMITTEE ON ECONOMIC PROGRESS OF THE JOINT ECONOMIC COMMITTEE, U.S. CONGRESS. DEC66
STARK, JOHN R.
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
ACCIDENT PREVENTION, ADULT BASIC EDUCATION, AMERICAN INDIANS, APPRENTICESHIPS, COMMUNITY

(CONT.)
DEVELOPMENT, ECONOMICS, EDUCATIONAL RESEARCH, EDUCATIONAL TELEVISION, FEDERAL LEGISLATION, FEDERAL PROGRAMS, HEALTH PROGRAMS, HOUSING, HUMAN RESOURCES, LAW ENFORCEMENT, MANPOWER DEVELOPMENT, MILITARY TRAINING, ON THE JOB TRAINING, QUESTIONNAIRES, RURAL DEVELOPMENT, SCIENCE EDUCATION, STATISTICAL DATA, STATISTICAL SURVEYS, URBAN AREAS, VOCATIONAL REHABILITATION, WELFARE SERVICES, EXPENDITURE

IN RESPONSE TO A QUESTIONNAIRE FROM THE JOINT ECONOMIC COMMITTEE IN SEPTEMBER 1965, FEDERAL DEPARTMENTS AND AGENCIES DESCRIBED PROGRAMS CONCERNED WITH THE MAINTENANCE OR DEVELOPMENT OF HUMAN RESOURCES, EMPHASIZING THOSE INVOLVING EDUCATION AND TRAINING, REHABILITATION, EMPLOYMENT AND REEMPLOYMENT, HEALTH, CHILDRENS WELFARE, INCOME-MAINTENANCE, FAMILY HOUSING, REGIONAL DEVELOPMENT, THE PROVISION OF FACILITIES FOR SUCH PURPOSES, AND RELATED RESEARCH AND DEVELOPMENT. PARTS I AND II PROVIDE BACKGROUND INFORMATION ON THE STUDY, THE QUESTIONNAIRE, QUANTITATIVE SUMMARY ESTIMATES OF UNITED STATES EXPENDITURES FOR HUMAN RESOURCES PROGRAMS BY ALL LEVELS OF GOVERNMENT, AND CONCEPTUAL AND ANALYTICAL ISSUES IMPLICIT IN THE ECONOMIC ASSESSMENT OF HUMAN RESOURCE PROGRAMS. DIFFICULTIES ENCOUNTERED IN REPLYING TO THE QUESTIONNAIRE AND LIMITATIONS OF THE STUDY ARE GIVEN. PART III IS THE DETAILED STATEMENT OF THE PROGRAMS, ARRANGED BY DEPARTMENT OR AGENCY. THE OUTLINE FOR EACH INCLUDES OBJECTIVES, HISTORY, LEVEL OF OPERATIONS, ADMINISTRATIVE ORGANIZATIONS, COORDINATION AND COOPERATION, ESTIMATED PROGRAM IN 1970, PROSPECTIVE CHANGES, PERTINENT LAWS, AND DATA ON ECONOMIC ASPECTS AND IMPACTS OF THE PROGRAM. THIS DOCUMENT, JOINT COMMITTEE PRINT 89TH CONGRESS, 2D SESSION, IS AVAILABLE, FOR $1.25, FROM THE SUPERINTENDENT OF DOCUMENTS, WASHINGTON, D.C. 20402. THREE VOLUMES, 1,308 PAGES. (AJ)

ERIC: ED016915

1773 THE FEDERAL RESERVE SYSTEMS EQUAL EMPLOYMENT OPPORTUNITY PROGRAM 1976

FEDERAL RESERVE BULLETIN, VOL.62, NO.8, AUG 1976, P. 665-667.

AFFIRMATIVE ACTION, EEO, FEDERAL RESERVE SYSTEM, INDUSTRIAL RELATIONS, MINORITIES IN BUSINESS

PROGRESS REPORT ON THE RESULTS OF THE FEDERAL RESERVE SYSTEMS EEO PROGRAM. THE PERIOD COVERED IS FROM 1971-1975.

MGMT: FED76M0665

1774 FEDERAL TRAINING AND WORK PROGRAMS IN THE SIXTIES. 69

LEVITAN, SAR A.;MANGUM, GARTH L.

MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. FORD FOUNDATION, NEW YORK, N.Y.

NOTES: 464P.

EDUCATIONAL NEEDS, EMPLOYMENT SERVICES, FEDERAL STATE RELATIONSHIP, HISTORICAL REVIEWS, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, WORK EXPERIENCE PROGRAMS, JOB CORPS, MANPOWER DEVELOPMENT AND TRAINING ACT, NEIGHBORHOOD YOUTH CORPS

AT A TIME WHEN MANY MANPOWER PROGRAMS HAVE BEEN CHARGED WITH GIMMICKRY AND REFUNDED WITHOUT ADEQUATE ASSESSMENT OF IMPACT AND TECHNIQUES, THIS VOLUME ATTEMPTS TO DEVELOP A BROAD BASE OF FACTUAL AND ANALYTICAL KNOWLEDGE BY WHICH SOME JUDGEMENT CAN BE MADE OF THE GAPS IN MANPOWER PROGRAMS AND POLICIES AS WELL AS NEEDED INPUTS. PART 1 TRACES DEVELOPMENT OF MANPOWER PROGRAMS AIMED AT IMPROVING THE EMPLOYABILITY OF THOSE LABOR FORCE PARTICIPANTS WHO ARE RELATIVELY DISADVANTAGED IN THE COMPETITIVE LABOR MARKET. PARTS 2 THROUGH 8 REVIEW THE SEVEN MAJOR PROGRAMS FUNDED BY THE FEDERAL GOVERNMENT. A FINAL SECTION FOCUSES ON ADMINISTRATIVE PROBLEMS OF THE $2 BILLION FEDERALLY-FUNDED MANPOWER PACKAGE AND PROVIDES A PRESCRIPTION FOR FUNCTIONAL RESTRUCTURING OF MANPOWER PROGRAMS DISCUSSED IN THE VOLUME. THIS IS AN ENLARGEMENT AND REVISION OF AN EARLIER PAPER, MAKING SENSE OF FEDERAL MANPOWER POLICY. (EDITOR/DM)

ERIC: ED034960 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, UNIVERSITY OF MICHIGAN-WAYNE STATE UNIVERSITY, P.O. BOX 1567, ANN ARBOR, MICHIGAN 48106 ($6.50)

1775 FEDERAL TRAINING PROGRAMS FOR DISPERSED EMPLOYMENT OCCUPATIONS. JUL 69

TAYLOR, DAVID P.;PICRE, MICHAEL J.

MASSACHUSETTS INST. OF TECH., CAMBRIDGE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.

NOTES: 35P.

BLUE COLLAR OCCUPATIONS, EMPLOYERS, FEDERAL AID, FEDERAL PROGRAMS, ON THE JOB TRAINING, TRADE AND INDUSTRIAL EDUCATION

IN THE LAST SEVERAL YEARS, FEDERAL FUNDS HAVE SUBSIDIZED OCCUPATIONAL TRAINING PROGRAMS WHICH HAVE OCCURRED ON THE JOB UNDER EMPLOYER SPONSORSHIP AND SUPERVISION. THIS REPORT EXAMINES THE QUESTION OF WHETHER FEDERAL FINANCING IS SUBSTITUTED FOR PRIVATE EFFORTS WHICH WOULD OCCUR IN ITS ABSENCE, AND HOW SUCH SUBSTITUTION CAN BE AVOIDED IN THE DESIGN AND ADMINISTRATION OF PROGRAMS. THE FIRST SECTION OF THE PAPER DESCRIBES THE ENDOGENOUS TRAINING PATTERNS FOR TOOL AND DIE MAKERS, OFFSET PRINTERS, AND RESTAURANT COOKS AND CHEFS. THESE ARE EMPLOYER-ORGANIZED TRAINING AND WORKER-PROGRAMED TRAINING, IN WHICH THE WORKER TAKES THE INITIATIVE FOR PROGRAMING HIS OWN TRAINING BY MOVEMENT FROM JOB TO JOB IN SEARCH OF A NEW EXPERIENCE. THE SECOND PART OF THE STUDY REVIEWS THE PROCESS THROUGH WHICH THE PROGRAMS ARE FUNDED AND THE MOTIVATION OF THE SPONSORING AGENCY. (BC)

ERIC: ED055153 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-188675, MF$.95: SEE CATALOG FOR HARD COPY PRICE)

1776 FEDERAL YOUTH PROGRAMS A DISCUSSION PAPER, DECEMBER 1972. DEC 72
BALDWIN, FRED D.
OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. OFFICE OF PLANNING, RESEARCH, AND EVALUATION. OFFICE OF MANAGEMENT AND BUDGET, WASHINGTON, D.C.
NOTES: 175P.
COST EFFECTIVENESS, FEDERAL PROGRAMS, JOB SKILLS, MANPOWER DEVELOPMENT, POLICY FORMATION, PROGRAM EVALUATION, PUBLIC POLICY, RECREATIONAL PROGRAMS, RESEARCH NEEDS, SKILL DEVELOPMENT, WORK EXPERIENCE, YOUTH AGENCIES, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS
THIS REPORT RESPONDS TO AN OFFICE OF MANAGEMENT AND BUDGET REQUEST FOR AN EVALUATION OF FEDERAL MANPOWER AND RECREATION PROGRAMS FOR YOUTH. THE LEGISLATIVE AND ADMINISTRATIVE STATEMENTS OF PROGRAM GOALS HAVE BEEN STUDIED. STAFF MEMBERS OF THE ADMINISTERING AGENCIES HAVE BEEN CONFERRED WITH FREQUENTLY. REPORTS FROM THOSE AGENCIES INFORMATION SYSTEMS AND RECENT NATIONAL EVALUATIONS OF THE PROGRAMS DISCUSSED HAVE BEEN READ. EVEN SO, SERIOUS DEFICIENCIES IN DATA, COUPLED WITH NONCOMPARABLE PROGRAM OBJECTIVES, PREVENT THE ACHIEVEMENT OF THE KIND OF COMPARATIVE COST-BENEFIT ANALYSIS WHICH WAS HOPED FOR. BENEFIT DATA WAS SELDOM ACCESSIBLE, AND PROGRAMS OFTEN ACCOUNT FOR COSTS QUITE DIFFERENTLY. A FRAMEWORK FOR COMPARISON OF PROGRAMS WITH SIMILAR OBJECTS WAS DEVELOPED. THIS REPORT DOES MAKE SOME RECOMMENDATIONS, RELATING BOTH TO BROAD NATIONAL POLICY FOR FEDERAL YOUTH PROGRAMS AND TO SPECIFIC RESEARCH NEEDS. NO TWO PROGRAMS SERVE QUITE THE SAME POPULATION, NOR DO THEY EMPHASIZE QUITE THE SAME OBJECTIVES. SOME GROUPING BY OBJECTIVES WAS NECESSARY TO PERMIT EVEN LIMITED COMPARISONS. THE CATEGORIES USED HERE ARE SKILL TRAINING, WORK SUPPORT AND EXPERIENCE, AND RECREATION. A TOTAL OF TWELVE PROGRAMS ARE REVIEWED AND EVALUATED. (AUTHOR/JM)
ERIC: ED072163

1777 FEDERAL-STATE PROGRAMS FOR DEVELOPING HUMAN RESOURCES. APR 65
NOTES: 113P.
COMMUNITY PLANNING, DEVELOPMENTAL PROGRAMS, ECONOMIC DEVELOPMENT, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EXTENSION AGENTS, FEDERAL PROGRAMS, HEALTH PROGRAMS, HUMAN RESOURCES, PUBLIC HOUSING, RESOURCE GUIDES, STATE PROGRAMS
COUNTY AND STATE EXTENSION WORKERS MAY USE THESE FACT SHEETS FOR 35 FEDERAL-STATE PROGRAMS IN SIX MAJOR AREAS OF HUMAN RESOURCES DEVELOPMENT TO ACQUAINT THEMSELVES AND THEIR COMMUNITIES WITH PROGRAM PROVISIONS AND ELIGIBILITY REQUIREMENTS. THE PROGRAMS ARE CLASSIFIED AS (1) COMMUNITY PLANNING AND DEVELOPMENT WHICH INCLUDE ADVANCES FOR PUBLIC WORKS PLANNING, COMMUNITY ACTION PROGRAMS, PUBLIC FACILITY LOANS, AND URBAN RENEWAL PROGRAMS, (2) EDUCATION AND TRAINING WHICH INCLUDE ADULT BASIC EDUCATION AND COLLEGE WORK STUDY PROGRAMS, (3) HEALTH PROGRAMS WHICH INCLUDE FEDERAL AID TO NURSING HOMES AND GRANTS FOR MIGRANT HEALTH SERVICES, (4) HOUSING PROGRAMS WHICH INCLUDE LOW RENT PUBLIC HOUSING AND RURAL HOUSING LOANS, (5) MANPOWER SURVEYS AND YOUTH EMPLOYMENT SERVICES WHICH INCLUDE SMALLER COMMUNITY PROGRAMS AND YOUTH OPPORTUNITY SERVICES, AND (6) OTHER PROGRAMS WHICH ARE THOSE UNDER PROVISION OF THE ECONOMIC OPPORTUNITY ACT AND INCLUDE MIGRANT LABOR, RURAL FAMILY, AND VOLUNTEERS IN SERVICE TO AMERICA. (JM)
AIM/ARM: VT002923

1778 FEMALE AND MINORITY EMPLOYMENT BARRIERS: REAL AND IMAGINED 1975
MILES, W.C.; KING, R.H.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 442-444.
ABSENTEEISM, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN BEHAVIOR, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, MINORITIES, MULTIVARIATE ANALYSIS, QUANTITATIVE METHODS, SURVEY, TRAINING AND DEVELOPMENT, TURNOVER, WOMEN, WOMEN IN BUSINESS
LACK OF EMOTIONAL CONTROL, ABSENTEEISM, HIGH TURNOVER, FAMILY RESPONSIBILITY, LACK OF INITIATIVE, ATTITUDE OF HUSBAND, COMMUNITY ATTITUDE, AND LACK OF TRAINING ARE INVESTIGATED AS POTENTIAL BARRIERS TO WOMEN IN MANAGERIAL, PROFESSIONAL, CLERICAL, SECRETARIAL, TECHNICAL, SKILLED AND SEMI-SKILLED JOBS. BARRIERS EXIST FOR WOMEN IN ALL TYPES OF JOBS BUT CLERICAL AND SECRETARIAL.
MGMT: AMJ75MP442

1779 FEMALE CAREER MYOPIA 1976
VEIGA, JF.
HUMAN RESOURCE MANAGEMENT, VOL.15, NO.4, WINTER 1976, P. 24-27. BIBLIOG.5
CAREER DEVELOPMENT, DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, JOB HUNTING, WOMEN, WOMEN IN BUSINESS
SOME TIPS IN CAREER PLANNING FOR WOMEN. EXAMINATION OF SPECIAL PROBLEMS WOMEN FACE AND HOW TO SOLVE THEM.
MGMT: HRM7540024

1780 THE FEMALE CORPORATE JOCK: WHAT PRICE EQUALITY 1976
JEWELL, C.O.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.2, MARCH-APRIL 1976, P. 25-31.
CAREER DEVELOPMENT, MANAGEMENT, PERFORMANCE, RECRUITMENT, WOMEN IN BUSINESS
AN INTERVIEW WITH NATALIE LANG, VICE PRESIDENT OF CORPORATE SOCIAL POLICY FOR BOOZ, ALLEN HAMILTON INC. CONCERNING HER STRONG CAREER MOTIVATION AND HOW SHE MAINTAINS AND MANAGES THE SUCCESS SHE HAS ACHIEVED.
MGMT: ATR76C0025

1781 FEMALE IDENTITY AND OCCUPATIONAL COMMITMENT. APR 71
COWAN, GLORIA;MOORE, LORETTA
WAYNE STATE UNIV., DETROIT, MICH.
NOTES: 11P.; PAPER PRESENTED AT AMERICAN PSYCHOLOGICAL ASSOCIATION CONVENTION, DENVER, COLO., APRIL 2-4, 1971
ASPIRATION, CAREER PLANNING, FEMALES, IDENTIFICATION (PSYCHOLOGICAL), OCCUPATIONAL CHOICE, PERSONALITY, SELF CONCEPT, SELF ESTEEM, WORKING WOMEN
THIS STUDY IS CONCERNED WITH THE RELATIONSHIP BETWEEN CAREER ORIENTATION, CHOICE OF A PREDOMINANTLY MASCULINE OR FEMININE FIELD, AND FEMININE SELF-CONCEPT. IT WAS PREDICTED THAT CAREER ORIENTED WOMEN WOULD SEE THEMSELVES AS LESS FEMININE THAN NONCAREER ORIENTED WOMEN AND THAT WOMEN ASPIRING TO PREDOMINANTLY MALE FIELDS WOULD SEE THEMSELVES AS LESS FEMININE THAN WOMEN ASPIRING TO PREDOMINANTLY FEMALE FIELDS. A SAMPLE OF 300 WOMEN COMPLETED AND RETURNED A QUESTIONNAIRE. THE MOST STRIKING FINDING WAS THAT WOMEN WHO ASPIRE TO MALE-DOMINATED FIELDS SEE THEMSELVES AS LESS FEMININE THAN THE TRADITIONALISTS AND ALSO WANT TO BE LESS FEMININE THAN WOMEN ORIENTED TOWARD THE MORE TRADITIONALLY FEMALE FIELDS. THERE WERE SOME TRENDS IN THE DATA TO INDICATE THAT WOMEN WHO ARE NOT CAREER ORIENTED SHOW MORE DISCREPANCY BETWEEN THE REAL AND IDEAL FEMININE SELF CONCEPT. IN GENERAL, ON THE FEMALE VALUED ITEMS, WOMEN WOULD LIKE TO BE MORE FEMININE THAN THEY BELIEVE THEMSELVES TO BE AND ON THE MALE VALUED ITEMS, THEY WOULD LIKE TO BE MORE MASCULINE THAN THEY BELIEVE THEMSELVES TO BE. (RK)
ERIC: ED056335

1782 THE FEMALE LABOR FORCE IN THE UNITED STATES: DEMOGRAPHIC AND ECONOMIC FACTORS CONCERNING ITS GROWTH AND CHANGING COMPOSITION. POPULATION MONOGRAPH SERIES, NO. 5. 70
OPPENHEIMER, VALERIE KINCADE
CALIFORNIA UNIV., BERKELEY. INST. OF INTERNATIONAL STUDIES.
NOTES: 209P.
DEMOGRAPHY, ECONOMIC FACTORS, EMPLOYMENT PATTERNS, FEMALES, LABOR MARKET, LABOR SUPPLY, MANPOWER NEEDS, SOCIAL DISCRIMINATION, WORKING WOMEN
THE PURPOSE OF THIS STUDY IS TO EXPLAIN THE CHANGING AND INCREASING PARTICIPATION OF FEMALES IN THE AMERICAN LABOR FORCE DURING THIS CENTURY, ESPECIALLY SINCE 1940. ALTHOUGH THE PRE-1940 CHANGES ARE SMALLER AND MAY BE ATTRIBUTABLE TO IMPROVEMENTS IN CENSUS ENUMERATION TECHNIQUES, THERE HAS BEEN A SIGNIFICANT INCREASE SINCE 1940 IN PARTICIPATION RATES OF MARRIED WOMEN IN THEIR 30S OR OLDER, NOTING THAT THE DEMAND FOR FEMALE LABOR HAS INCREASED OVER THE YEARS, MAINLY BECAUSE OF GROWTH IN TYPICALLY FEMALE OCCUPATIONS, THE STUDY CONCLUDES THAT THE INCREASED FEMALE LABOR FORCE PARTICIPATION IS DUE TO INCREASED DEMAND, WHICH IN TURN HAS INDUCED INCREASED SUPPLY, ESPECIALLY AMONG WOMEN WHOSE CHILDREN ARE IN SCHOOL. (SH)
ERIC: ED045833 PUBLICATIONS OFFICE, INSTITUTE OF INTERNATIONAL STUDIES, 2538 CHANNING WAY, ROOM 215, BERKELEY, CALIFORNIA 94720 ($2.50)

1783 FEMALE LABOR FORCE PARTICIPATION WHY PROJECTIONS HAVE BEEN TOO LOW JUL 77
SUM, ANDREW M.
MONTHLY LABOR REVIEW;100;7;18-24
FEMALES, WORKING WOMEN, LABOR FORCE, STATISTICAL ANALYSIS, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, UNITED STATES, CIVILIANS
DESCRIBES THE GROWTH OF THE FEMALE CIVILIAN LABOR FORCE IN THE NATION FROM 1950 TO 1975 AND ANALYZES THE UPWARD SHIFT IN THE CIVILIAN LABOR FORCE PARTICIPATION RATE FROM A FLOW PERSPECTIVE TO DETERMINE THE ROLE OF VARIOUS FACTORS THAT HAVE PRODUCED THE RISE IN THE CIVILIAN LABOR FORCE PARTICIPATION RATE OF WOMEN. (SH)
ERIC: EJ163847 REPRINT AVAILABLE (SEE P. VII) UMI

1784 FEMALE LABOUR PARTICIPATION RATES-A SIMULTANEOUS EQUATION MODEL 1975
SASTRYMADDURI, V.S.N.
PROCEEDINGS OF AMERICAN STATISTICAL ASSOCIATION, AUG 1975, P. 427-429. BIBLIOG. 15
BUDGET, CANADA, CONSTRAINTS, EARNINGS, ECONOMICS, EDUCATION, HUMAN RESOURCE DEVELOPMENT, INCOME, LABOR FORCE, LABOR MARKET, MODELING, PLANNING, PUBLIC ADMINISTRATION, QUANTITATIVE METHODS, SALARY, SOCIAL ISSUES, SUPPLY AND DEMAND, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, WAGES, WOMEN
THE CAUSE-EFFECT RELATIONSHIP BETWEEN THE LABOR FORCE PARTICIPATION RATE AND EARNING POWER OF WOMEN IS FOCUSED UPON IN THIS STUDY. THE FEMALE PARTICIPATION RATE IS SIGNIFICANTLY EXPLAINED BY THE FEMALE EARNINGS, BIRTH RATE, AND THE UNEMPLOYMENT RATE. EDUCATIONAL PLANNING IS ONE OF THE KEY VARIABLES FOR THE ECONOMIC PROGRESS.
MGMT: AS475MP427

1785 THE FEMALE LEADERSHIP DILEMMA 1975
CHAPMAN, J.B.; LUTHANS, F.
PUBLIC PERSONNEL MANAGEMENT, VOL.4, NO.3, MAY-JUNE 1975, P. 173-79. BIBLIOG. 19
BEHAVIORAL SCIENCE, EEO, LEADERSHIP, MANAGEMENT, ORGANIZATIONAL DEVELOPMENT, RECRUITMENT, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
ALTHOUGH RESEARCH SHOWS NO SIGNIFICANT DIFFERENCE BETWEEN LEADERSHIP STYLES OF MEN AND WOMEN, IT DOES REVEAL A LACK OF ACCEPTANCE OF FEMALE LEADERS BY BOTH MEN AND WOMEN.
MGMT: PP47540173

1786 THE FEMALE REPRODUCTIVE SYSTEM, PART 1, FEMALE ORGANS OF REPRODUCTION, PART 2, THE UTERUS, PART 3, THE MENSTRUAL CYCLE 1977
BAMPTON, BETSY A.
VIRGINIA COMMONWEALTH UNIV., RICHMOND. SCHOOL OF NURSING.*NATIONAL MEDICAL AUDIOVISUAL CENTER, ATLANTA, GA.*NATIONAL LIBRARY OF MEDICINE, BETHESDA, MD.

(CONT.)
1786 CONTRACT NO. N01-LM-2-0536
NOTES: 61P.
FEMALES, REPRODUCTIVE SYSTEM, UTERUS, MENSTRUATION, NTISNIHNLM
THE REPORT IS DESIGNED FOR MATERNITY NURSING STUDENTS. PART 1 PROVIDES A REVIEW OF THE FEMALE ORGANS OF REPRODUCTION AND THEIR FUNCTIONS. PART 2 REVIEWS BASIC INFORMATION RELATED TO THE UTERUS AND ITS SUPPORTING STRUCTURES. PART 3 DISCUSSES THE HORMONES AND THEIR FUNCTIONS, AND THE CHANGES THAT OCCUR IN THE OVARIES AND LINING OF THE UTERUS DURING THE MENSTRUAL CYCLE.
NTIS: PB-274 836/6ST NTIS PRICES PC A04/MF A01

1787 FEMALE UNEMPLOYMENT IN FOUR URBAN CENTERS. 70
AUSTRALIAN DEPT. OF LABOUR AND NATIONAL SERVICE, PERTH.
NOTES: 48P.
UNEMPLOYMENT, FEMALES, JOB MARKET, JOB PLACEMENT, URBAN AREAS, SURVEYS, INDUSTRIAL STRUCTURE, EMPLOYMENT PROBLEMS, FOREIGN COUNTRIES, AUSTRALIA
A SPECIAL SURVEY WAS CONDUCTED OF ALL FEMALES REGISTERED AS UNEMPLOYED IN THE EMPLOYMENT DISTRICTS OF NEWCASTLE AND WALLONGONG IN NEW SOUTH WALES, GEELONG IN VICTORIA AND ELIZABETH IN SOUTH AUSTRALIA. IN ADDITION TO THE PRINCIPAL FINDINGS AND CONCLUSIONS OF THE STUDY, THIS REPORT INCLUDES AN EXAMINATION OF THE MAIN REASONS FOR FEMALE UNEMPLOYMENT TOGETHER WITH A CONSIDERATION OF POSSIBLE WAYS TO REDUCE THE PROBLEM. THE RESULTS INDICATED THAT THE INCIDENCE OF REGISTERED FEMALE UNEMPLOYMENT IN THE FOUR AREAS WAS RELATIVELY SEVERE AND THAT THE INSUFFICIENCY OF OPPORTUNITIES WAS MAINLY ATTRIBUTED TO AN IMBALANCE IN THE INDUSTRIAL STRUCTURE. THE MORE DETAILED RESULTS OF THE STUDY ARE PRESENTED SEPARATELY FOR EACH OF THE FOUR AREAS AND INCLUDE RELEVANT STATISTICAL TABLES. (AUTHOR/GEB)
AIM/ARM: VT013452 DEPARTMENT OF LABOUR AND NATIONAL SERVICE, 125 SWANSTON STREET, MELBOURNE, VICTORIA, AUSTRALIA 3000.

1788 FEMALE UNEMPLOYMENT IN FOUR URBAN CENTERS, A STUDY OF FEMALE UNEMPLOYMENT IN NEWCASTLE, WOLLONGONG, GEELONG AND ELIZABETH. 70
AUSTRALIAN DEPT. OF LABOUR AND NATIONAL SERVICE, PERTH.
NOTES: 47P.; LABOR MARKET STUDIES NO. 3
EMPLOYMENT PROBLEMS, FEMALES, FOREIGN COUNTRIES, INDUSTRIAL STRUCTURE, JOB MARKET, JOB PLACEMENT, SURVEYS, UNEMPLOYMENT, URBAN AREAS, AUSTRALIA
A SPECIAL SURVEY WAS CONDUCTED OF ALL FEMALES REGISTERED AS UNEMPLOYED IN THE EMPLOYMENT DISTRICTS OF NEWCASTLE AND WALLONGONG IN NEW SOUTH WALES, GEELONG IN VICTORIA AND ELIZABETH IN SOUTH AUSTRALIA. IN ADDITION TO THE PRINCIPAL FINDINGS AND CONCLUSIONS OF THE STUDY, THIS REPORT INCLUDES AN EXAMINATION OF THE MAIN REASONS FOR FEMALE UNEMPLOYMENT TOGETHER WITH A CONSIDERATION OF POSSIBLE WAYS TO REDUCE THE PROBLEM. THE RESULTS INDICATED THAT THE INCIDENCE OF REGISTERED FEMALE UNEMPLOYMENT IN THE FOUR AREAS WAS RELATIVELY SEVERE AND THAT THE INSUFFICIENCY OF OPPORTUNITIES WAS MAINLY ATTRIBUTED TO AN IMBALANCE IN THE INDUSTRIAL STRUCTURE. THE MORE DETAILED RESULTS OF THE STUDY ARE PRESENTED SEPARATELY FOR EACH OF THE FOUR AREAS AND INCLUDE RELEVANT STATISTICAL TABLES. (AUTHOR/GEB)
ERIC: ED052350 DEPARTMENT OF LABOUR AND NATIONAL SERVICES, 125 SWANSTON STREET, MELBOURNE, VICTORIA, AUSTRALIA 3000

1789 THE FEMALE WORKER IN CANADA. 68
OSTRY, SYLVIA
DOMINION BUREAU OF STATISTICS, OTTAWA (ONTARIO).
NOTES: 63P.
AGE, CENSUS FIGURES, DEMOGRAPHY, EDUCATION, FAMILY INCOME, FOREIGN COUNTRIES, LABOR ECONOMICS, LABOR MARKET, MANPOWER UTILIZATION, MARITAL STATUS, POPULATION DISTRIBUTION, TABLES (DATA), WORKING WOMEN, CANADA
AS ONE IN A SERIES OF STUDIES DEALING WITH SELECTED ASPECTS OF THE LABOR FORCE IN CANADA, THIS MONOGRAPH REVIEWS THE HISTORICAL TRENDS IN THE LABOR FORCE ACTIVITY OF WOMEN OVER THE COURSE OF THIS CENTURY. IN PARTICULAR, IT FOCUSES ON THE MARRIED WOMEN WHO HAVE ENTERED THE LABOR MARKET IN INCREASING NUMBERS IN RECENT DECADES AND WHOSE ACTIVITY IS A MATTER OF WIDESPREAD INTEREST BOTH FOR ECONOMIC AS WELL AS SOCIAL AND CULTURAL REASONS. BASED ON CENSUS DATA, THE REPORT INCLUDES MAJOR SECTIONS ON (1) THE WORKING LIFE CYCLE--PARTICIPATION PROFILES FOR WOMEN BASED ON AGE, RESIDENCE, MARITAL STATUS, AND FERTILITY AND STAGE OF FAMILY FORMATION, (2) OTHER INFLUENCES AFFECTING THE LABOR FORCE PARTICIPATION OF MARRIED WOMEN--INCOME OF HUSBAND, EDUCATION OF WIFE, HUSBANDS EMPLOYMENT STATUS, AND FINANCIAL CONTRIBUTION OF WORKING WIVES, AND (3) EARNINGS DIFFERENCES BETWEEN MEN AND WOMEN. (AUTHOR/JS)
ERIC: ED053330 THE QUEENS PRINTER, OTTAWA, ONTARIO, CANADA ($1.00)

1790 FETTLER A-66.01 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CERAMICS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FETTLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;

(CONT.)
1790 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED059299

1791 FIELD AND LABORATORY STUDIES FOR INCREASING THE INTRINSIC REWARD VALUE IN NAVY JOBS AND CAREERS. FINAL REPORT. TECHNICAL REPORT NO. 8. 31 AUG 75
BARRETT, GERALD V.;DAMBROT FAYE H.
AKRON UNIV., OHIO. DEPT. OF PSYCHOLOGY. OFFICE OF NAVAL RESEARCH, ARLINGTON, VA. PERSONNEL AND TRAINING RESEARCH PROGRAMS OFFICE.
CONTRACT NO. N00014-75-A-0202-0001,NR-151-351
NOTES; 32P.
GOAL ORIENTATION, INDIVIDUAL DIFFERENCES, JOB ANALYSIS, JOB DEVELOPMENT, JOB SATISFACTION, JOB SKILLS, MOTIVATION, OCCUPATIONAL ASPIRATION, ORGANIZATIONAL DEVELOPMENT, PERSONAL VALUES, REPORTS, TASK ANALYSIS, TASK PERFORMANCE, WORK ATTITUDES, NAVY, UNITED STATES
THIS REPORT SUMMARIZES THE TECHNICAL REPORTS WHICH WERE PRODUCED FROM A RESEARCH PROGRAM THAT FOCUSED ON DETERMINING THE COMPLEX INTERACTIONS AMONG JOB STRUCTURAL ATTRIBUTES, INDIVIDUAL ABILITIES, VALUES AND ORIENTATION, INDIVIDUAL JOB PERFORMANCE AND SATISFACTION, AND ORGANIZATIONAL TENURE RELATED TO MONITORING AND MAINTENANCE TASKS. AFTER REVIEWING THE THREE INTEGRATED RESEARCH APPROACHES (FIELD STUDIES OF NAVAL MONITORING AND MAINTENANCE PERSONNEL, LABORATORY SIMULATIONS OF MONITORING AND MAINTENANCE JOBS, AND AN EXTENSIVE LITERATURE REVIEW), A DISCUSSION IS PRESENTED. IT WAS FOUND THAT THOSE INDIVIDUALS WITH THE MOST ABILITY WHO WOULD ORDINARILY BE SELECTED BY AN ORGANIZATION BECAUSE OF THEIR ANTICIPATED SUPERIOR JOB PERFORMANCE, WERE ALSO THE INDIVIDUALS WHO WOULD DERIVE THE LEAST SATISFACTION FROM THE JOB AND THEREFORE WOULD PLAN TO LEAVE THE ORGANIZATION, UNLESS AN ATTEMPT WERE MADE TO EITHER PLACE THESE INDIVIDUALS ON JOBS IN WHICH THE INTRINSIC REWARD VALUE IS CONCOMITANT WITH THEIR ABILITIES AND/OR VALUES, OR REDESIGN THE JOB TO FIT THEIR PREFERENCES FOR JOB STRUCTURAL ATTRIBUTES. OVERALL, THE REPORT CONCLUDED THAT MORE WORK IS REQUIRED IN SPECIFYING THE INDIVIDUAL AND JOB ATTRIBUTES WHICH WILL MEET BOTH INDIVIDUAL AND ORGANIZATIONAL NEEDS. (AUTHOR/TA)
ERIC; ED127427

1792 FIELD EXPERIMENTS IN MANPOWER ISSUES THE REWARD PREFERENCES OF NYC TRAINEES II PROGRAM TENURE CORRELATES OF DIFFERENTIAL PREFERENCES. OCT 72
ECKMAN, BRUCE;SIMONS, JUDITH
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 24P.
COMPARATIVE ANALYSIS, FEASIBILITY STUDIES, FIELD STUDIES, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MOTIVATION TECHNIQUES, REWARDS, SPECIAL PROGRAMS, TRAINEES, VOCATIONAL DEVELOPMENT, NYC, MOBILIZATION FOR YOUTH INC., NEIGHBORHOOD YOUTH CORPS, NYC
CONCERNED WITH THE POSSIBLE REDESIGN OF TRAINING INCENTIVES DEVELOPED BY THE NEIGHBORHOOD YOUTH CORP (NYC) FOR USE IN ITS FORMER PROJECT SO AS TO ENHANCE PROGRAM DESIRABILITY FOR TRAINEES WHO HAVE DIFFICULTY SUSTAINING TRAINING PROGRAMS, 149 DISADVANTAGED NYC APPLICANTS WERE ASKED TO RANK THEIR PREFERENCES AMONG TEN LUXURY AND BASIC ITEMS AS POTENTIAL INCENTIVES TO BE USED. A 3-MONTH FOLLOWUP WAS CONDUCTED TO DETERMINE WHETHER THE PROGRAM SHOULD BE CONTINUED OR TERMINATED. FINDINGS REVEALED NO SIGNIFICANT DIFFERENCES IN REWARD PREFERENCES BETWEEN DROPOUTS AND PERSONS WHO CHOSE TO CONTINUE TO PARTICIPATE IN THE PROGRAM; HOWEVER, BASIC REWARDS WERE FOUND TO BE RANKED HIGHER THAN MONEY. DUE TO SAMPLE SIZE, RESULTS OBTAINED IN THE STUDY ARE CONSIDERED TENTATIVE; THEREFORE, ADDITIONAL DATA IS BEING COLLECTED TO PERMIT THE RELEASE OF MORE DEFINITIVE CONCLUSIONS. (AUTHOR/SN)
ERIC; ED076803 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 214 062, MF $0.95, HC $3.00)

1793 FIELD EXPERIMENTS IN MANPOWER ISSUES. A THREE PART STUDY OF THE EFFECTIVENESS OF MONETARY INCENTIVES ON THE ACQUISITION OF REMEDIAL ENGLISH SKILLS BY DISADVANTAGED TRAINEES OCT 72
ECKMAN, BRUCE K.
MOBILIZATION FOR YOUTH, INC., NEW YORK. THE EXPERIMENTAL MANPOWER LAB.
CONTRACT NO. DL-92-36-71-07
NOTES; FINAL REPT. 46P
EDUCATIONAL PSYCHOLOGY, INCENTIVES(PSYCHOLOGY), LEARNING, ENGLISH LANGUAGE, DISADVANTAGED GROUPS
DISADVANTAGED SPANISH-SPEAKING YOUTH WERE REINFORCED FOR LEARNING TO SPEAK, READ AND WRITE THE ENGLISH LANGUAGE IN THREE SEPARATE EXPERIMENTS. INCENTIVES USED WERE TOKENS AND MONEY. EMPIRICAL SUPPORT WAS FOUND IN TWO OF THE THREE EXPERIMENTS FOR THE HYPOTHESIS THAT MONETARY INCENTIVES SIGNIFICANTLY ENHANCE EXPERIMENTAL TRAINEES ENGLISH PROFICIENCY SKILLS. IN ADDITION, STATISTICALLY SIGNIFICANT RESULTS WERE FOUND IN THE

(CONT.)

1793 LEAST FINANCIALLY REWARDING EXPERIMENTAL CONDITION ($2.13 A WEEK IN ADDITIONAL MONETARY INCENTIVES). NO SUPPORT WAS FOUND FOR THE SUBSIDIARY HYPOTHESES THAT FINANCIAL INCENTIVES WOULD IMPROVE DAILY ATTENDANCE AND PERFORMANCE IN CONCURRENTLY TAKEN RELATED COURSES. SOME IMPLICATIONS OF THE STUDY ARE CONSIDERED, METHODOLOGICAL PROBLEMS ARE EXAMINED, AND SUGGESTIONS FOR FUTURE RESEARCH ARE MADE. (AUTHOR)
NTIS: PB-213 861/7 NTIS PRICES PC$3.00/MF$0.95

1794 FIELD EXPERIMENTS IN MANPOWER ISSUES. (MICROFICHE). 71
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 99
MICROFICHE, MANPOWER DEVELOPMENT, DISADVANTAGED GROUPS, LABOR ECONOMICS, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, HUMAN SERVICES, FEDERAL PROGRAMS, VOCATIONAL INTERESTS, PREDICTOR VARIABLES, LEARNING MOTIVATION, MOTIVATION TECHNIQUES, REWARDS, NEIGHBORHOOD YOUTH CORPS
THE FIRST THREE REPORTS IN THIS SERIES DESCRIBE THE DATA-BASED RESULTS OF SYSTEMATIC EXPERIMENTATION AND SURVEY RESEARCH CONCERNED WITH THESE TIMELY MANPOWER ISSUES (1) THE EFFECTS OF MONETARY INCENTIVES ON THE LEARNING OF REMEDIAL ENGLISH BY DISADVANTAGED TRAINEES, (2) THE REWARD PREFERENCES OF NEIGHBORHOOD YOUTH CORPS TRAINEES, AND (3) THE FEASIBILITY OF COUPLING AVAILABLE MANPOWER DEVELOPMENT SERVICES WITH RESIDENTIAL ADDICTION TREATMENT FACILITIES. IN THE FIRST REPORT, WHILE NO SUPPORT WAS FOUND FOR THE HYPOTHESIS THAT MONETARY INCENTIVES SIGNIFICANTLY ENHANCE TRAINEES LEARNING OF ENGLISH, THE AUTHORS BELIEVE THAT CERTAIN UNCONTROLLABLE CONTAMINATING FACTORS PLAYED A SIGNIFICANT ROLE IN THE LACK OF POSITIVE RESULTS. IN THE SECOND REPORT, DISADVANTAGED NEIGHBORHOOD YOUTH CORPS TRAINEES WHO WERE ASKED TO SELECT THEIR PREFERRED CHOICES OF TEN POTENTIAL REWARDS FOR TRAINING CHOSE BASIC ITEMS OVER LUXURY, CONTRARY TO EXPECTATIONS. THE IMPLICATIONS OF THESE FINDINGS ARE DISCUSSED. THE THIRD REPORT, INCLUDING A QUESTIONNAIRE SURVEY OF RESIDENT DRUG ADDICTS, INDICATED THAT ALTHOUGH VOCATIONAL INTERESTS IN KEY PUNCHING AND AUTO REPAIR JUSTIFIED SKILLS TRAINING, THE AMBIGUITY OF THE ADDICTS WORK PERCEPTIONS CALLED FOR MORE THAN THE ORDINARY MANPOWER SERVICES. (AUTHOR/AG)
AIM/ARM: VT018780 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151, (PB-211 804: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

1795 FIFTEEN QUESTIONS YOU DARE NOT ASK JOB APPLICANTS 1974
FELD, L.G.
MANAGEMENT REVIEW, VOL.63, NO.11, NOV 1974, P. 34-36.
DISCRIMINATION, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, INTERVIEW TECHNIQUE, LAW, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT
FIFTEEN QUESTIONS THAT SHOULD NOT BE ASKED JOB APPLICANTS SINCE THEY COULD BRING CHARGES OF DISCRIMINATION. CONDENSED FROM ADMINISTRATIVE MANAGEMENT (JUNE 1974).
MGMT: MRE74K0034

1796 FIFTY STATES INNOVATE TO IMPROVE THEIR SCHOOLS 1,001 INNOVATIONS AND EXEMPLARY PROGRAMS--DECADE 1957-67. 67
FALLON, BERLIE J., COMP.
PHI DELTA KAPPA, BLOOMINGTON, IND.
NOTES: 586P.
CURRICULUM DEVELOPMENT, DEMONSTRATION PROGRAMS, EDUCATIONAL INNOVATION, ENCYCLOPEDIAS, EXCEPTIONAL STUDENTS, FEDERAL PROGRAMS, GROUPING (INSTRUCTIONAL PURPOSES), GUIDANCE COUNSELING, INSERVICE EDUCATION, INSTRUCTIONAL AIDS, INSTRUCTIONAL INNOVATION, LIBRARIES, NONGRADED SYSTEM, PARENT SCHOOL RELATIONSHIP, PUBLIC RELATIONS, STATE SURVEYS, TECHNOLOGY, VOCATIONAL EDUCATION
EDUCATIONAL INNOVATIONS TO IMPROVE THE PUBLIC SCHOOLS IN EACH OF THE 50 STATES ARE CATALOGED IN THIS ENCYCLOPEDIC WORK FOR THE DECADE 1957-67. SECTION I LISTS FEDERALLY SUBSIDIZED INNOVATIONS ALPHABETICALLY BY STATE. SECTION II RECORDS LOCALLY FINANCED INNOVATIONS ALPHABETICALLY BY TOPIC. THE BOOK ATTEMPTS TO SUGGEST POSSIBLE INNOVATIONS CAPABLE OF IMPROVING TEACHING AND LEARNING, AND PROVIDES A SYSTEMATIC AND HIGHLY ORGANIZED RECORD OF THE DIRECTIONS OF EDUCATIONAL CHANGE DURING THE DECADE INVESTIGATED. (TT)
ERIC: ED022266 PHI DELTA KAPPA, INC., INTERNATIONAL HEADQUARTERS BUILDING, EIGHTH AND UNION, BLOOMINGTON, INDIANA 47401 ($5.25)

1797 FIFTY VIEWS OF COOPERATIVE EDUCATION. 74
HUNT, DONALD C.
DETROIT UNIV., MICH. MIDWEST CENTER FOR COOPERATIVE EDUCATION. BUREAU OF HIGHER EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 88P.; SECOND EDITION
ADMINISTRATOR ATTITUDES, COOPERATIVE EDUCATION, COOPERATIVE PROGRAMS, EMPLOYER ATTITUDES, INSTITUTES (TRAINING PROGRAMS), PROGRAM ADMINISTRATION, PROGRAM PLANNING, RECRUITMENT, SCHOOL INDUSTRY RELATIONSHIP, STATE OF THE ART REVIEWS, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, READINGS (COLLECTIONS)
PRESENTING A DIVERSE COLLECTION OF BELIEFS, THE READINGS COVER MANY FACETS OF THE ADMINISTRATION OF COOPERATIVE EDUCATION PROGRAMMING. OPINIONS OF 31 EXPERTS ARE OFFERED, DRAWING FROM LEADING COOPERATIVE EDUCATION COLLEGES AND FROM MAJOR BUSINESS, INDUSTRIAL AND GOVERNMENTAL ORGANIZATIONS PARTICIPATING IN COOPERATIVE EDUCATION. THE DOCUMENT CONSISTS OF THE SUMMARIZATIONS OF PRESENTATIONS AT SEVERAL ONE-WEEK INSTITUTES ON ADMINISTRATIVE TRAINING IN COOPERATIVE EDUCATION CONDUCTED BETWEEN 1972 AND 1974 BY THE

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1797 MIDWEST CENTER FOR COOPERATIVE EDUCATION AT THE UNIVERSITY OF DETROIT. FOLLOWING AN OVERVIEW OF THE FIELD AND ITS PHILOSOPHY IS A COLLECTION OF EMPLOYERS VIEWS ON WHY EMPLOYERS PARTICIPATE IN COOPERATIVE EDUCATION AND HOW EMPLOYERS SELECT COOPERATIVE STUDENTS. IN DISCUSSING THE SCHOOL AND THE EMPLOYER, TOPICS CONSIDERED INCLUDE RECRUITING EMPLOYERS AND COMPARISON OF STUDENTS AND EMPLOYERS NEEDS. SOME THOUGHTS ON COOPERATIVE PROGRAM MANAGEMENT, COORDINATOR RESPONSIBILITIES, NON-TECHNICAL DISCIPLINES IN COOPERATIVE EDUCATION, FCRMS, AND COMMUNITY COLLEGES ARE DISCUSSED IN RELATION TO THE ADMINISTRATION OF COOPERATIVE EDUCATION PROGRAMS. FURTHER AREAS OF INTEREST TREATED ARE ACADEMIC CREDIT FOR COOPERATIVE TRAINING EXPERIENCES; FACULTY AND PUBLIC RELATIONS; MINORITY STUDENTS; AND FEDERAL FUNDING. (MW)
ERIC: ED102420

1798 FILE CLERK II 1-17.02 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 53
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FILE CLERKS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060078

1799 FILTERING BY RACE AND EDUCATION IN THE U.S. MANUFACTURING SECTOR: CONSTANT-RATIO ELASTICITY OF SUBSTITUTION EVIDENCE 1976
DICK, D.T.; MEDOFF, M.H.
REVIEW OF BUSINESS & ECONOMICS RESEARCH, VOL.58, NO.2, MAY 1976, P. 148-155. BIBLIOG. 49
BLACKS, DISCRIMINATION, EDUCATION, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN RESOURCE DEVELOPMENT, MANUFACTURING, MINORITIES, PROMOTION, QUANTITATIVE METHODS, WAGES
BLACKS MAY NOT BE ABLE TO OBTAIN THE SAME QUALITY AND QUANTITY OF SCHOOLING AS WHITES. A PRODUCTION MODEL IS ESTIMATED TO DETERMINE ANY RACIAL DIFFERENCES IN THE EDUCATIONAL FILTER. RESULTS OF TESTS INDICATE THAT ENCOURAGING AN INCREASE IN THE QUANTITY OF BLACK EDUCATION IS NOT A CURE-ALL TO RACE INEQUITY IN INCOME AND EMPLOYMENT. EDUCATION DOES NOT NECESSARILY CHANGE EMPLOYERS PERCEPTION OF ABILITY OF BLACKS.
MGMT: R3E76E0148

1800 FINAL EVALUATION OF THE P.E.I. NEWSTART COMPREHENSIVE MANPOWER DEVELOPMENT SYSTEM. AUG 71
ROGERS T.;NICHOLSON C.
PRINCE EDWARD ISLAND NEWSTART, INC., MONTAGUE. CANADIAN DEPT. OF REGIONAL ECONOMIC EXPANSION, OTTAWA (ONTARIO)
NOTES: 32P.
ADULT VOCATIONAL EDUCATION, PROGRAM EVALUATION, ADULT BASIC EDUCATION, EMPLOYMENT PROGRAMS, FOREIGN COUNTRIES, UNEMPLOYED, CULTURALLY DISADVANTAGED, EVALUATION METHODS, VOCATIONAL FOLLOWUP, MANPOWER DEVELOPMENT, CANADA
THIS REPORT EVALUATES A COMPREHENSIVE MANPOWER PROGRAM DESIGNED TO PROVIDE DISADVANTAGED ADULTS WITH THE ACADEMIC, VOCATIONAL, AND SOCIAL SKILL NECESSARY FOR EMPLOYMENT. IN ORDER TO PREDICT SUCCESS IN THE PROGRAM AS WELL AS IN EMPLOYMENT, MULTIPLE REGRESSION ANALYSIS WAS USED TO COMPARE THE INFLUENCES OF 21 VARIABLES ON THE SUCCESS OF 121 PREVIOUS PARTICIPANTS. VARIABLES WERE IDENTIFIED WHICH CAN PREDICT TO SOME EXTENT, TRAINING TIME, POST-TRAINING SCORES IN LANGUAGE AND MATHEMATICS, AND EMPLOYMENT. NO PREDICTION WAS POSSIBLE FOR RELATED EMPLOYMENT, COUNSELING TIME, OR RATING SCALE TOTAL. (SH)
AIM/ARM: VT013916

1801 FINAL REPORT OF A 5-YEAR COLLABORATIVE STUDY ON THE EFFECTIVENESS OF EARLY APPLICATION OF VOCATIONAL REHABILITATION SERVICES IN MEETING THE NEEDS OF HANDICAPPED STUDENTS IN A LARGE URBAN SCHOOL SYSTEM. JUN 69
NEW YORK STATE EDUCATION DEPT., ALBANY. DIV. OF VOCATIONAL REHABILITATION.
REHABILITATION SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 198P.
CASE RECORDS, COOPERATIVE PROGRAMS, EDUCABLE MENTALLY HANDICAPPED, EMOTIONALLY DISTURBED, EMPLOYMENT POTENTIAL, EXCEPTIONAL CHILD RESEARCH, FAMILY RELATIONSHIP, FOLLOWUP STUDIES, MENTALLY HANDICAPPED, PHYSICALLY HANDICAPPED, PREVOCATIONAL EDUCATION, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS
TO DETERMINE THE EFFECT OF PREVOCATIONAL WORK EXPERIENCE ON THE SEVERELY HANDICAPPED, 280 CHILDREN, AGED 14 TO 17, WERE STUDIED. THE CHILDREN WERE SUBDIVIDED INTO THREE

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1801 DISABILITY GROUPINGS (PHYSICALLY DISABLED, EDUCABLE MENTALLY RETARDED, AND EMOTIONALLY DISTURBED), EACH OF WHICH WAS FURTHER DIVIDED INTO EXPERIMENTALS (ES) AND COMPARISONS (CS). THE ES RECEIVED VOCATIONAL SERVICE FROM THREE PRIVATE AGENCIES WITH WORKSHOPS 2 DAYS PER WEEK DURING 2 SCHOOL YEARS. ALL CHILDREN WERE ASSESSED AT THE START AND END OF THE PROGRAM AND FOLLOWED UP 12 MONTHS LATER. RESULTS INDICATED THAT THE DISABILITY GROUPINGS DIFFERED MARKEDLY IN DEMOGRAPHIC AND PERSONAL CHARACTERISTICS, IN THE NATURE OF PRESENTING PROBLEMS, IN THEIR SCHOOL CAREERS, AND IN OUTCOMES. THE PHYSICALLY DISABLED BENEFITTED MOST FROM THE SERVICES WITH THE ES HAVING HIGHER POTENTIAL FOR EMPLOYMENT THAN THE CS: THE MENTALLY RETARDED GAINED IN SOCIALIZATION AND INTERPERSONAL ADJUSTMENT, BUT NOT NECESSARILY IN EMPLOYABILITY: AND THE EMOTIONALLY DISTURBED DID NOT BENEFIT SIGNIFICANTLY FROM THE SERVICES, EXCEPT THE ES REMAINED IN SCHOOL SUBSTANTIALLY LONGER THAN THE CS. ADDITIONAL FINDINGS WERE THAT ETHNIC AND SOCIOECONOMIC STATUS WERE IMPORTANT DETERMINERS OF BOTH PROGRESS AND OUTCOME: THE SERVICES WERE LEAST EFFECTIVE WITH CHILDREN IN THE POVERTY SUBCULTURE. (AUTHOR/JD)
ERIC: ED041406

1802 FINAL REPORT ON AN EXAMINATION OF JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS) PROGRAM, APPENDIX SEP 70
SYSTEM DEVELOPMENT CORP., FALLS CHURCH, VA.
CONTRACT NO. OEO-899-5004
NOTES: TECHNICAL MEMO. 152P
MANPOWER UTILIZATION, URBAN AREAS, COMMERCE, SPECIALIZED TRAINING, JOBS(JOB OPPORTUNITIES IN THE BUSINESS SECTOR), JOB OPPORTUNITIES IN THE BUSINESS SECTOR, MANPOWER DEVELOPMENT PROGRAMS, DISADVANTAGED GROUPS
AN EVALUATION IS MADE OF A MANPOWER PROGRAM WHICH PROMOTES THE HIRING, TRAINING, AND RETRAINING OF DISADVANTAGED JOB APPLICANTS WITHIN THE PRIVATE BUSINESS SECTOR OF THE UNITED STATES ECONOMY. INVESTIGATIONS WERE CARRIED OUT IN TEN SMSAS AND PROVIDED INSIGHTS INTO THE ATTITUDES AND REACTIONS OF THOSE REACHED BY THE PROGRAM.
NTIS: PB-204 241 NTIS PRICES PC$3.00/MF$0.95

1803 FINAL REPORT ON THE YOUTH SERVICE AGENCY THE CITY OF ROCK HILL, SOUTH CAROLINA . APR 74
BISARO, MICHAEL W.
ROCK HILL PLANNING AND MANAGEMENT DEPT., S.C. CHILDRENS BUREAU (DHEW), WASHINGTON, D.C.
NOTES: 34P.: EXHIBITS I AND VI (THREE PAGES)HAVE BEEN DELETED FROM THIS DOCUMENT FOR REPRODUCIBILITY REASONS
ADVISORY COMMITTEES, COMMUNITY PROGRAMS, COMMUNITY RELATIONS, COMMUNITY SERVICES, COMMUNITY SUPPORT, DELINQUENCY PREVENTION, DELINQUENT REHABILITATION, DRUG EDUCATION, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, SOCIAL SERVICES, TUTORIAL PROGRAMS, YOUTH AGENCIES, YOUTH EMPLOYMENT, YOUTH PROBLEMS, YOUTH PROGRAMS, SOUTH CAROLINA (ROCK HILL), YOUTH SERVICE AGENCY
THIS FINAL REPORT CONTAINS AN OVERALL ASSESSMENT OF PROGRESS TOWARD GOALS, A LISTING OF POSITIVE AND NEGATIVE RESULTS, ESTIMATES OF TOTAL PROJECT COSTS, MAN-YEARS, AND FUTURE, AND AN EVALUATION OF THE SIX PROJECT COMPONENTS FOR A COMPREHENSIVE YOUTH DETERMINED PROGRAM IN SOUTH CAROLINA, THE YOUTH SERVICE AGENCY. THIS PROGRAM IS SAID TO HAVE BEEN ESTABLISHED TO INVOLVE YOUTH IN GOVERNMENT AND SOCIAL DECISION-MAKING PROCESSES IN ORDER TO REDUCE THE INCIDENCE OF YOUTH CRIME AND DELINQUENCY AND TO PROVIDE EMPLOYMENT AND OTHER SELF-IMPROVEMENTS. THE BROAD GOALS OF THE AGENCY ARE SAID TO CONSIST OF ADVOCACY, COORDINATION OF SERVICES, AND INSTITUTION OF NEW PROGRAMS. AMONG THE SIGNIFICANT RESULTS LISTED ARE A DECREASED INCIDENCE OF DRUG ABUSE, A RAISED LEVEL OF YOUTH EMPLOYMENT, AND AN INCREASED INPUT OF YOUNG PERSONS TO ORGANIZATIONS HAVING EFFECT ON YOUTH. AN UNSUCCESSFUL RESOLUTION OF THE CONFLICT BETWEEN THE AGENCYS COMMITMENT TO ADVOCACY AND THE CITYS LACK OF DESIRE TO BE ASSOCIATED WITH WHAT WERE STATED TO BE POLITICALLY SENSITIVE ISSUES IS LISTED AS A NEGATIVE FINDING OR SHORTFALL. A LIST OF TABLES, EXHIBITS, AND GRAPHS (INCLUDING AMONG OTHERS, A FLOW CHART ANALYSIS OF PROBLEMS AND PROBLEM CAUSES, A SUMMARY OF PROGRAM APPROACHES, AND A PROJECT DESCRIPTION) ARE INCLUDED. (AUTHOR/AM)
ERIC: ED111999

1804 FINAL UPGRADING REPORT THE VERMONT EXPERIENCE. SEP 73
PATTSON, ROBERT E.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 134P.: FOR RELATED DOCUMENTS, SEE CE 001 805-819
COMMUNITY INVOLVEMENT, EMPLOYMENT PROGRAMS, FAMILY INCOME, HANDICRAFTS, IMPROVEMENT, INSTRUCTION, JOB SKILLS, LOW INCOME GROUPS, MANPOWER UTILIZATION, MARKETING, MODELS, ON THE JOB TRAINING, PARTICIPANT CHARACTERISTICS, PILOT PROJECTS, RURAL AREAS, SKILLED WORKERS, MANPOWER RESEARCH, VERMONT
THIS REPORT DESCRIBES VERMONTS EXPERIENCE WITH A PROGRAM TO UPGRADE THE WORKING POOR AND THUS INCREASE THEIR TOTAL FAMILY INCOME. UPGRADING REFERS TO ENHANCING ONES JOB SKILLS WHICH ULTIMATELY WILL LEAD TO INCREASED EARNINGS WITHIN ONES GIVEN OCCUPATION. EMPLOYER COOPERATION WAS ENCOURAGED THROUGH USE OF ON-SITE JOB FACILITIES WHERE SUPERVISED UPGRADING COULD BE EFFECTED. POTENTIAL UPGRADING TRAINEES WHO MET INCOME ELIGIBILITY STANDARDS FOR ENTRY INTO THE PROGRAM WERE NOT EASILY LOCATED WITHOUT INCOME BENEFIT PROVISIONS. THOSE WHO DID WERE USUALLY EMPLOYED IN SEASONAL OCCUPATIONS. ADDITIONALLY, THE GEOGRAPHIC DISPERSEMENT OF VERMONTS INDUSTRIES MITIGATED AGAINST ECONOMIES OF SCALE FOR THIS PROGRAM. EMPHASIS WAS SHIFTED TOWARD POTENTIAL SECONDARY WAGE EARNERS AMONG THE RURAL POOR. COTTAGE CRAFTS SUCH AS SPINNING AND WEAVING WERE TAUGHT TO THE FAMILY SPOUSE

(CONT.)
1804 AS AN INCOME SUPPLEMENT. PROFESSIONAL CRAFTSMEN AND LOCAL BUSINESSMEN WERE RECRUITED TO FOSTER THE PROGRAM. (ALSO INCLUDED ARE 12 APPENDIXES, AND LISTS OF ILLUSTRATIONS AND TABLES.) (AUTHOR)
ERIC: ED094260 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

1805 FINANCIAL ASSETS AND ECONOMIC GROWTH IN AKEYNESIANECONOMY 1975
ETHIER, W.
JOURNAL OF MONEY, CREDIT AND BANKING, VOL.7, NO.2, MAY 1975, P. 215-233. BIBLIOG. 34
ASSETS, ECONOMIC GROWTH, ECONOMIC THEORY, ECONOMICS, FINANCE, INFLATION, MODELING, UNEMPLOYMENT
DEVELOPS MODEL SYNTHESIZING NEOCLASSICAL AND KEYNES-WICKSELL APPROACH TO ECONOMIC GROWTH AND MONETARY THEORY. EXAMINES LONG-TERM EFFECTS OF STRUCTURAL CHANGES OF FINANCIAL ASSETS AND POLICIES TO DEAL WITH THEM.
MGMT: JM875E0215

1806 FINANCIAL DISINCENTIVES FOR WELFARE CLIENTS TO ENTER PUBLIC SERVICE EMPLOYMENT THE VERMONT EXPERIENCE. FINAL REPORT. SEP 73
NADWORNY, M. J.;AND OTHERS
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 68P.; FOR RELATED DOCUMENTS, SEE CE 001 805-818
ECONOMIC DISADVANTAGEMENT, EMPLOYMENT PROGRAMS, INCOME, LOW MOTIVATION, MOTIVATION, PILOT PROJECTS, PUBLIC SERVICE OCCUPATIONS, SOCIAL WELFARE, WAGES, WELFARE RECIPIENTS, WORK ATTITUDES, MANPOWER RESEARCH, VERMONT
FROM A COMPARATIVE ECONOMIC VIEWPOINT, DOES REGULAR EMPLOYMENT SECURED THROUGH TEMPORARY SUBSIDIZED SPECIAL WORK TRAINING AFFORD THE PUBLICLY SUPPORTED INDIVIDUAL ANY MARGINAL ADVANTAGE OVER HIS WELFARE STATUS A STUDY OF 279 AID TO NEEDY FAMILIES WITH CHILDREN (ANFC) RECIPIENTS WAS CONDUCTED TO ADDRESS THIS QUESTION. THE MEDIAN ANNUAL DOLLAR VALUE OF TAX-FREE WELFARE PAYMENTS IN VERMONT WAS $4,875. WHEN ADDED WITH MEDICAID AND FOOD STAMP BONUSES, THIS IS EQUIVALENT TO $4,465 TAXABLE INCOME FOR THE FAMILY UNIT HERE. GIVEN THE MEDIAN $2.26 HOURLY WAGE REALIZED BY PROGRAM ENROLLEES, MALE ANFC CLIENTS EXPERIENCED AN ECONOMIC DISINCENTIVE TO WORK. FEMALES IMPROVED THEIR WELFARE STATUS MODESTLY WHEN ALLOWED CERTAIN INCOME DISREGARDS. REAL INCOME ROSE SHARPLY FOR THE STUDY GROUP ONLY DURING SPECIAL WORK TRAINING. WHEN A GRADUATED WELFARE SUPPORT SCHEDULE WAS COMBINED WITH A SUBSIDIZED WAGE PROGRAM, PER CAPITA INCOME ROSE TO $6,793. OTHERWISE, THERE WAS NO REAL FINANCIAL INCENTIVE TO LEAVE THE WELFARE STATUS. (ALSO INCLUDED IS AN APPENDIX OF FINANCIAL DISINCENTIVES INTERVIEWS.) (AUTHOR)
ERIC: ED094257 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

1807 THE FINANCIAL RESOURCES OF RELEASED PRISONERS. MAR 74
LENIMAN, KENNETH J.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 26P.
CORRECTIVE INSTITUTIONS, FINANCIAL PROBLEMS, PRISONERS, RESEARCH PROJECTS, RESOURCES, STATE PROGRAMS, SURVEYS
THIS REPORT EXAMINES THE FINANCIAL CONDITION OF MEN WHEN THEY ARE RELEASED FROM STATE PRISONS. TO WHAT EXTENT ARE THEY ANY BETTER OFF THAN WHEN THEY WENT IN WITH FEW EXCEPTIONS, THE AUTHOR FINDS VERY LITTLE DIFFERENCE THEY LEAVE PRISON AS THEY ENTERED, STILL POOR, WITH FEW EMPLOYABLE SKILLS AND LITTLE WORK EXPERIENCE. THE LITTLE MONEY MEN DO HAVE WHEN THEY LEAVE COMES IN THE FORM OF A GRATUITY FROM THE STATE--GATE MONEY, AS IT IS COMMONLY KNOWN. THIS REPORT DESCRIBES PRACTICES OF THE VARIOUS STATES CONCERNING GATE MONEY, PRISONERS EARNINGS, SAVINGS, WORK RELEASE, AND OTHER FACTORS WHICH DETERMINE A PRISONERS FINANCIAL CONDITION AT THE TIME OF RELEASE. THE INFORMATION WAS OBTAINED THROUGH A SURVEY CONDUCTED DURING THE SUMMER OF 1971 AMONG THE CORRECTION DEPARTMENTS OF THE 50 STATES AND THE DISTRICT OF COLUMBIA. (AUTHOR/PC)
ERIC: ED102454

1808 FINE TUNING EMPLOYEE COMMUNICATIONS 1977
FARINELLI, J.
PUBLIC RELATIONS JOURNAL, VOL.33, NO.1, JAN 1977, P. 22-23.
COMMUNICATION IN ORGANIZATIONS, COMMUNICATION SYSTEMS, EQUAL EMPLOYMENT OPPORTUNITY, ERISA, GOALS AND OBJECTIVES, MANAGEMENT, MANAGEMENT INFORMATION SYSTEMS, SUPERVISOR, UNIONS, WHITE COLLAR WORKER
FOR EFFECTIVE EMPLOYEE COMMUNICATIONS, ASK QUESTIONS FIRST AS TO OBJECTIVES, DEMOGRAPHICS OF THE COMPANY EMPLOYEES, WHAT ARE EMPLOYEE CONCERNS REGARDING THE JOB OR COMPANY. MANAGEMENT MUST BE CAREFULLY SOLD ON THE IDEA OF IMPROVED INTERNAL COMMUNICATIONS.
MGMT: PRJ77A0022

1809 FINISHER I (FABRIC, PLASTICS PROD.) 9-13.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRICAL APPLIANCES, ELECTRONIC EQUIPMENT, EVALUATION CRITERIA, FINISHING, JOB APPLICANTS, JOB SKILLS, NORMS,

(CONT.)

1909 OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLASTICS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED065570

1910 FINISHER, HAND (TOYS + GAMES) 9-13.01; GLUER (TOYS + GAMES) 9-13.01; LABORER (TOYS + GAMES) 9-13.01; PLASTIC-TOY ASSEMBLER (TOYS + GAMES) 7-13.012; TOY ASSEMBLER (TOYS + GAMES) 7-13.012--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, FINISHING, GAMES, INDUSTRIAL ARTS, JOB APPLICANTS, JOB SKILLS, LABORERS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLASTICS, TEST RELIABILITY, TEST VALIDITY, TOYS, GATB, GENERAL APTITUDE TEST BATTERY, HAND FINISHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED065636

1911 FIREMAN II 2-63.10 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FIRE FIGHTERS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED061325

1912 FIRESETTER (ELEC. EQUIP; ELECTRONICS) 692.380--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MALES, MECHANICAL SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FIRESETTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

(CONT.)
1812 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061337

1913 FIREWORKS ASSEMBLER (FIREWORKS) 737.887 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FIREWORKS ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060091

1914 FIRM SUPPORT FOR SUMMER JOBS APR 75
GIFFORD, WINSTON C.
MANPOWER;7;4;29-31
YOUTH EMPLOYMENT, COMMUNITY AGENCIES (PUBLIC), SUMMER PROGRAMS, FINANCIAL SUPPORT, INDUSTRY, SEASONAL EMPLOYMENT, JOB PLACEMENT, INSTITUTIONAL ROLE, ST LOUIS, RALSTON PURINA, INDUSTRY ROLE
THE RALSTON PURINA COMPANY OF ST. LOUIS PAYS COMMUNITY AGENCIES TO PLACE YOUTH IN SUMMER JOBS. (AP)
ERIC: EJ115520

1915 FIRST AID FOR RECESSIONS VICTIMS 1975
MAYER, L.A.
FORTUNE, FEB 1975, P. 74-77+.
AFL-CIO, CONGRESS, CONSERVATION, DEFICIT, ECONOMICS, ENVIRONMENTAL PROTECTION, HOUSING, HUMAN RESOURCES DEVELOPMENT, INFLATION, LABOR FORCE, LABOR MARKET, LABOR UNIONS, PUBLIC SECTOR, RAILROADS, REVENUE SHARING, SUBSIDIES, UNEMPLOYMENT, WHITE COLLAR WORKER
PUBLIC EMPLOYMENT OF INDIVIDUALS TO IMPROVE OUR CITIES AND TOWNS COULD ALLEVIATE UNEMPLOYMENT WITHOUT INCREASING INFLATION. SUBSIDIZING JOB CREATION IN THE PRIVATE SECTOR COULD INCLUDE IMPROVING HOUSING AND RAILWAY ROADBEDS.
MGMT: FOR7500074

1916 THE FIRST YEAR. INDUSTRIAL MANPOWER CENTER - PITTSBURG-ANTIOCH, CALIFORNIA SEP 70
UNITED STATES S AND D CORP., NEW YORK.
CONTRACT NO. CL-42-34-69-37
NOTES: FINAL REPT. 85P
EMPLOYMENT, EDUCATION, INDUSTRIAL MANAGEMENT, EMPLOYMENT, DISADVANTAGED GROUPS, MINORITY GROUPS
THE PURPOSE OF THE PROJECT WAS TO REFINE THE PROCEDURES AND TEST THE EFFICACY OF A COMPREHENSIVE BASIC EDUCATION AND HUMAN RESOURCE DEVELOPMENT CENTER WHICH PROVIDED EMPLOYABILITY PREPARATION (OTHER THAN SKILL TRAINING) WITH HEAVY INVOLVEMENT OF LOCAL BUSINESS AND INDUSTRIAL LEADERS PROVIDING JOB COMMITMENTS AS WELL AS ASSISTANCE IN ASSURING JOB RETENTION. THE CENTER, LOCATED IN AN URBAN FRINGE AREA NEAR THE SAN FRANCISCO BAY, OFFERED COUNSELING, REMEDIAL EDUCATION, TEST PREPARATION, PROGRAMMED INSTRUCTION AND JOB PLACEMENT. (AUTHOR)
NTIS: PB-199 117 NTIS PRICES PC$3.00 MF$0.95

1917 THE FIRST YEAR. HUMAN SERVICES MANPOWER CAREER CENTER, JULY 1, 1969-JUNE 20, 1970. 70
KASSEL, MYRNA BORCELON
ILLINOIS STATE DEPT. OF LABOR, CHICAGO, ILL. HUMAN SERVICES MANPOWER CAREER CENTER.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 43P.
CULTURALLY DISADVANTAGED, DEMONSTRATION PROGRAMS, HUMAN SERVICES, INNER CITY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY
THIS SPECIAL RESEARCH AND DEVELOPMENT PROJECT WAS FUNDED BY THE U.S. DEPARTMENT OF LABOR TO (1) SERVE AS AN INFORMATION CLEARINGHOUSE AND DEVELOP PLANNING PROCEDURES FOR MANPOWER AGENCIES, (2) IMPROVE CAREER OPPORTUNITIES FOR WORKERS IN THE HUMAN SERVICES OCCUPATIONS, AND (3) STRENGTHEN THE U.S. EMPLOYMENT SERVICE CAPABILITIES IN THE HUMAN SERVICES FIELD. THIS REPORT OUTLINES THE RESULTS OF THE FIRST YEAR, LISTS ACTIVITIES AND

(CONT.)
1917 PROJECTS OF THE CENTER, DESCRIBES THE COMMUNITY NEEDS TO WHICH THE CENTER RESPONDS, AND SHOWS THE PROJECTS INTERRELATIONSHIPS WITH OTHER STATE AND NATIONAL AGENCIES. (SM)
ERIC: ED047156

1918 THE FIRST 50,000 NEIGHBORHOOD YOUTH CORPS ENROLLEES. 66
TUCKER, JAMES F.
NOTES: 5P.
COMPARATIVE ANALYSIS, ECONOMICALLY DISADVANTAGED, FEDERAL PROGRAMS, HIGH SCHOOL STUDENTS, INDIVIDUAL CHARACTERISTICS, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, STATISTICAL DATA, WORK EXPERIENCE PROGRAMS, MDTA PROGRAMS, NEIGHBORHOOD YOUTH CORPS
THE NEIGHBORHOOD YOUTH CORPS (NYC), A PART OF THE WORK-TRAINING PROGRAM AUTHORIZED BY THE ECONOMIC OPPORTUNITY ACT OF 1964, FIRST ENROLLED YOUTH DURING THE LATTER PART OF DECEMBER 1964. THIS REPORT COMPARES SOME OF THE CHARACTERISTICS OF THE FIRST 50,000 ENROLLEES AND THEIR HOUSEHOLDS TO THE GENERAL CATEGORY OF POVERTY-STRICKEN HOUSEHOLDS THROUGHOUT THE ENTIRE NATION, AND COMPARES NYC ENROLLEES WITH PARTICIPANTS IN OTHER ANTIPOVERTY PROGRAMS AND OTHER MAJOR MANPOWER TRAINING PROGRAMS, SUCH AS THOSE UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA). THE AGE PATTERN OF OUT-OF-SCHOOL YOUTH ENROLLED IN THE NYC PARALLELED THAT OF UNEMPLOYED OUT-OF-SCHOOL YOUTH AGE 16-21 IN THE TOTAL LABOR FORCE IN OCTOBER 1964. FOR NONWHITES, THE PROPORTION OF MALE AND FEMALE ENROLLEES WAS FAIRLY EVEN, BUT FOR WHITES, THERE WERE MORE MALES THAN FEMALES. THE NYC PROVIDED THEIR FIRST JOB EXPERIENCE FOR MORE THAN TWO-FIFTHS OF THE OUT-OF-SCHOOL ENROLLEES. THE MEDIAN NUMBER OF PERSONS IN THE HOUSEHOLD OF NYC ENROLLEES WAS FIVE COMPARED WITH A MEDIAN OF FOUR FOR ALL FAMILIES WITH INCOMES BELOW RECOGNIZED POVERTY LINE WHILE ONE-THIRD LIVED IN HOUSEHOLDS OF SEVEN OR MORE, AND NEARLY 10 PERCENT LIVED IN HOUSEHOLDS OF 10 OR MORE. COMPLETION OF THE 10TH GRADE WAS THE MEDIAN EDUCATIONAL LEVEL OF THE OUT-OF-SCHOOL ENROLLEES, BUT 27 PERCENT HAD FAILED TO GET PAST THE EIGHTH GRADE. WHITE YOUTH CONSTITUTED 61 PERCENT OF ALL NYC ENROLLEES BUT IN OUT-OF-SCHOOL PROJECTS, THE PERCENTAGES OF WHITE AND NONWHITE WERE 49 AND 51, RESPECTIVELY, COMPARED WITH 72 AND 28 FOR MDTA PROJECTS AND 78 AND 22 FOR ON-THE-JOB-TRAINING. THIS DOCUMENT APPEARED IN MONTHLY LABOR REVIEW, DECEMBER 1965. (PS)
ERIC: ED013908

1919 THE FISCAL SUBSTITUTION EFFECT OF ALTERNATIVE APPROACHES TO PUBLIC SERVICE EMPLOYMENT POLICY 1977
JOHNSON, G.E.; TOMOLA, J.D.
JOURNAL OF HUMAN RESOURCES, VOL.12, NO.1, WINTER 1977, P. 3-26. BIBLIOG. 14
ECONOMICS, EMPLOYMENT, EMPLOYMENT POLICY, FISCAL POLICY, GOVERNMENT AID, GOVERNMENT PROGRAMS, QUANTITATIVE METHODS
THE FISCAL SUBSTITUTION EFFECT OF PUBLIC SERVICE EMPLOYMENT IS FOUND NEGLIGIBLE AT FIRST AND CLOSE TO 100 PERCENT AFTER FIVE QUARTERS. THE PROPORTION OF THE DISADVANTAGED IS ALSO OBSERVED TO BE HIGHER IN SUCH PROGRAMS THAN IN LOCAL AND STATE GOVERNMENTS.
MGMT: JHR77M0003

1920 FISH AND GAME WARDEN (GOV. SER.) 0-94.94--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FORESTRY, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED OCCUPATIONS, WILDLIFE MANAGEMENT, FISH AND GAME WARDEN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065609

1921 FISH CUTTER (FISH.) 3-99.04--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FISHERIES, FOOD SERVICE INDUSTRY, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEAFOOD, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, FISH CUTTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE;

(CONT.)

1821 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED065610

1822 FISHING-ROD ASSEMBLER (SPORTS EQUIP.) 732.884 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. SEP 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 139.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), ATHLETIC EQUIPMENT, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RECREATION, TEST RELIABILITY, TEST VALIDITY, FISHING ROD ASSEMBLER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED060118

1823 FIVE ALTERNATIVES IN SOCIAL EDUCATION MAR 74
HIRSCH, SHARLENE P.; AND OTHERS
SOCIAL EDUCATION;38;3;248-255
SOCIAL STUDIES, ALTERNATIVE SCHOOLS, PROGRAM DESCRIPTIONS, WORK EXPERIENCE PROGRAMS, EDUCATIONAL PARKS, OPEN EDUCATION, DROPOUT PROGRAMS, SECONDARY EDUCATION
A COMMUNITY INTERNSHIP PROGRAM, A SCHOOL-WITHIN-A-SCHOOL, AN EDUCATIONAL PARK, AN OPEN SCHOOL, AND A DROP-OUT SCHOOL ALL OFFER NEW APPROACHES TO SOCIAL EDUCATION. (KM)
ERIC; EJ093619

1824 FIVE COMPANY PROGRAMS SPR-SUM 73
SLOTKIN, HERMAN
NEW GENERATION;55;2 + 3;8-19
YOUTH EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL GUIDANCE, EMPLOYMENT TRENDS, EMPLOYMENT PROBLEMS, EMPLOYMENT PRACTICES, CAREER EDUCATION, CAREERS, CAREER PLANNING
THIS SURVEY OF PROGRAMS OPERATED BY FIVE LARGE NEW YORK CITY AREA EMPLOYERS WAS UNDERTAKEN TO DISCOVER WHAT CAN BE EFFECTIVELY DONE TO EASE THE CRITICAL TRANSITION FROM SCHOOL TO WORK--OR FROM SCHOOL TO UNEMPLOYMENT TO WORK--IN GOOD TIMES AND BAD. (AUTHOR)
ERIC; EJ097199

1825 THE FLAWS IN RELYING ON LOWER PRICES TO HELP THE ECONOMY 1975
ZUCKER, S.
BUSINESS WEEK, NO.2372, MARCH 17, 1975, P. 74-76.
BANKRUPTCY, BUSINESS CYCLE, CASH FLOW, CONSUMER PRICE INDEX, ECONOMIC THEORY, ECONOMICS, FINANCE, INCOME, INFLATION, INVENTORY, PRODUCTION, PROFIT, RECESSION, UNEMPLOYMENT, WAGES
ECONOMISTS SEEM TO HAVE FORGOTTEN THAT FALLING PRICES CAN HURT BOTH BUSINESS AND THE ECONOMY. TOO RAPID A DROP IN PRICES CAN MEAN MORE UNEMPLOYMENT WITH LOWER PRODUCTION.
MGMT; BME75C1774

1826 FLEXIBLE HOURS AT STATE STREET BANK OF BOSTON; A CASE STUDY 1976
MAGOON, M.; SCHNICKER, L.
THE PERSONNEL ADMINISTRATOR, VOL.21, NO.7, OCT 1976, P. 34-37.
ABSENTEEISM, BANKS AND BANKING, EFFICIENCY, EMPLOYEE BENEFITS, FLEXIBLE SCHEDULE, JOB PERFORMANCE, JOB SATISFACTION, LABOR TURNOVER, MANAGEMENT, MORALE, OVERTIME, PRODUCTIVITY, RECRUITMENT
A FLEXIBLE WORKING HOURS PROGRAM AT A BOSTON BANK HAS IMPROVED MORALE AND JOB SATISFACTION ENOUGH TO MAKE IT WORTHWHILE, AND WITH ECONOMIC PICKUP IT MIGHT BE OF USE IN RECRUITING AND STABILIZING BANK TURNOVER.
MGMT; PA076J0034

1827 FLEXIBLE WORK SCHEDULES. A CATALYST POSITION PAPER. 73
CATALYST, NEW YORK, N. Y.
NOTES; 16P.
COLLEGE GRADUATES, EMPLOYMENT OPPORTUNITIES, FEMALES, FLEXIBLE SCHEDULING, JOB

(CONT.)
1927 DEVELOPMENT, JOB ENRICHMENT, PART TIME JOBS, PERSONNEL POLICY, TREND ANALYSIS, WORKING HOURS, WORKING WOMEN
SEVEN BASIC FORMS OF PART-TIME EMPLOYMENT THAT ARE PARTICULARLY WELL-ADAPTED TO THE NEEDS AND ABILITIES OF COLLEGE-EDUCATED WOMEN WHO WISH TO TAKE ON LESS THAN A FULL-TIME CAREER RESPONSIBILITY, HAVE BEEN IDENTIFIED AND FOUND CAPABLE OF YIELDING GREATER PRODUCTIVITY, REDUCED ABSENTEEISM, AND LOWER TURNOVER AND TRAINING COSTS (1) JOB PAIRING, IN WHICH TWO WOMEN DIVIDE ONE FULL-TIME JOB WITH EQUAL RESPONSIBILITY FOR THE TOTAL JOB, (2) JOB SHARING, IN WHICH TWO DIVIDE ONE JOB BETWEEN THEM, THUS PROVIDING FULL-TIME COVERAGE, BUT EACH IS RESPONSIBLE FOR ONLY HALF OF THE WORK, (3) SPLIT-LEVEL, IN WHICH A POSITION IS DIVIDED INTO TWO DISTINCT LEVELS OF TRAINING OR ABILITY, AND THE EMPLOYER HIRES TWO PART-TIME EMPLOYEES AT DIFFERENT PAY AND SKILL LEVELS TO PROVIDE FULL-TIME COVERAGE, (4) PART-TIME, IN WHICH ONE OR MORE INDIVIDUALS WORK LESS THAN A FULL-TIME 5-DAY WEEK TO PERFORM A FUNCTION THAT WOULD OTHERWISE BE PERFORMED BY ONE OR MORE FULL-TIME INDIVIDUALS, (6) CONSULTANT OR SPECIALIST, IN WHICH BECAUSE A PARTICULAR TYPE OF EXPERTISE IS NOT NEEDED ON A FULL-TIME BASIS, A PART TIME PROFESSIONAL MAY BECOME A PERMANENT PART OF AN EMPLOYERS LABOR FORCE ON A REGULAR BUT LESS THAN FULL-TIME SCHEDULE, AND (7) SHORT TERM, IN WHICH A FULL-TIME OR PART-TIME EMPLOYEE IS HIRED TO WORK ON A SPECIAL PROJECT FOR A LIMITED TIME ONLY. FLEXIBLE FULL-TIME PATTERNS WHICH BUSINESSES HAVE EXPERIMENTED WITH INCLUDE THE 4-DAY WEEK, THE 3-DAY WEEK, AND FLEX-TIME OR GLIDING WORK SCHEDULES. (JT)
ERIC: ED128609 CATALYST, 14 E. 60TH STREET, NEW YORK, N. Y. 10022 ($1.25)

1928 FLEXIBLE WORKING HOURS: AN OVERVIEW 1976
WERTHER, W.B. JR.
ARIZONA BUSINESS, VOL.23, NO.1, JAN 1976, P. 19-25. BIBLIOG. 21
ABSENTEEISM, FLEXIBLE SCHEDULE, INVENTORY MANAGEMENT, JOB PERFORMANCE, JOB SATISFACTION, LABOR TURNOVER, MANAGEMENT, MORALE, MOTIVATION, OVERTIME, PERSONNEL MANAGEMENT, PRODUCTION POLICY, PRODUCTIVITY, RECRUITMENT, SCHEDULING
FLEXIBILITY IN BEGINNING AND ENDING WORK TIMES COULD BE THE MOST INNOVATIVE CHANGE IN PERSONNEL SCHEDULING, PRODUCING MORALE, MOTIVATION AND PRODUCTIVITY INCREASES. ORGANIZATIONAL OBJECTIVES MAY MORE EASILY BE MET AS THE WORK ENVIRONMENT IMPROVES.
MGMT: AR976A0019

1929 THE FLEXITIME CONCEPT GETS A WIDER TEST 1976
BUSINESS WEEK, NO.2433, MAY 24, 1976, P. 37-38.
ABSENTEEISM, EMPLOYEE BENEFITS, EQUAL EMPLOYMENT OPPORTUNITY, FOUR DAY WORK WEEK, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LEGISLATION, OVERTIME, PERSONNEL MANAGEMENT, PRODUCTIVITY, WOMEN IN BUSINESS
THE FLEXTIME SYSTEM OF ALLOWING EMPLOYEES FLEXIBILITY IN SETTING THEIR WORKING HOURS RECEIVED ENCOURAGEMENT FROM THE HOUSE AND PROPONENTS WILL PUSH FOR SENATE SUPPORT. EMPLOYEES WOULD WORK OVERTIME VOLUNTARILY WITHOUT OVERTIME PAY BUT WOULD BE PAID IF ORDERED TO WORK OVERTIME. WORK WEEKS OF FOUR 10-HOUR DAYS COULD BE TESTED.
MGMT: BWE76E2437-2

1930 FLEXOGRAPHIC PRESS MAN (PRINT. & PUB.) I 651.782--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GRAPHIC ARTS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, FLEXOGRAPHIC PRESS MAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069766

1931 FLEXTIME - A SOCIAL PHENOMENON 1975
FLEUTER, D.I.
PERSONNEL JOURNAL, VOL.54, NO.6, JUNE 1975, P. 318-319.
ABSENTEEISM, FLEXIBLE SCHEDULE, JOB SATISFACTION, MANAGEMENT, MORALE, PARTICIPATIVE MANAGEMENT, PERSONNEL MANAGEMENT, PRODUCTIVITY, TRANSPORTATION, WORKING CONDITIONS
LISTS THE MANY ADVANTAGES TO FLEXIBLE SCHEDULING INCLUDING THOSE TO MANAGEMENT, THOSE TO THE EMPLOYEE, AND THOSE TO SOCIETY AT LARGE.
MGMT: PEJ7540318

1332 FOCUS A SUCCESSFUL HIGH SCHOOL PROGRAM FOR DEALING WITH DISAFFECTED YOUTH. MAY 75
ROSEVILLE AREA SCHOOL DISTRICT 623, MINN. BUREAU OF SCHOOL SYSTEMS (DHEW/OE), WASHINGTON, D.C. DIV. OF SUPPLEMENTARY CENTERS AND SERVICES.
NOTES: 29P.; FOR TRAINING MATERIALS RELATING TO THE FOCUS PROJECT, SEE UD 015758
ACADEMIC ACHIEVEMENT, EDUCATIONAL ALTERNATIVES, GROUP DYNAMICS, GROUP RELATIONS, GROUP UNITY, HIGH SCHOOLS, HIGH SCHOOL STUDENTS, HUMANISTIC EDUCATION, INDIVIDUALISM, INDIVIDUALIZED PROGRAMS, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION, SELF CONCEPT, SOCIAL RELATIONS, STUDENT ALIENATION, STUDENT CENTERED CURRICULUM, STUDENT CHARACTERISTICS, STUDENT EMPLOYMENT, STUDENT PROBLEMS, STUDENT REHABILITATION, UNDERACHIEVERS, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, MINNESOTA (ROSEVILLE), PROJECT FOCUS DISSEMINATION
THE FOCUS PROGRAM DEALS WITH THOSE STUDENTS WHO PERFORM WELL BELOW THEIR CAPACITY SOCIALLY AND/OR ACADEMICALLY. IT HAS AS ITS MAIN GOAL TO DECREASE THE INCIDENCE OF ALIENATION AMONG THESE YOUTH, THE STAFF, AND THE COMMUNITY. SUB-GOALS INCLUDE THE REDUCTION OF ALIENATION AND IMPROVEMENT OF SELF-CONCEPT, AN INCREASED ACCESS TO DESIRABLE SOCIAL ROLES, AND THE REDUCTION OF NEGATIVE LABELING. SINCE MOST FOCUS STUDENTS ARE SEEN TO BE DEFICIENT IN THE BASIC ACADEMIC SKILLS AND POSITIVE SOCIAL DEVELOPMENT, THE EMPHASIS IN EACH DISCIPLINE IS DIRECTED TOWARD MEETING THE INDIVIDUAL EDUCATIONAL AND SOCIAL NEEDS OF EACH STUDENT. THE PHILOSOPHICAL BASIS OF THE FOCUS APPROACH IS BROKEN DOWN INTO SEVEN BRIEFLY DISCUSSED INTERRELATED COMPONENTS CARING, THE SETTING OF EXPECTATIONS, STRUCTURE, INDIVIDUALIZATION, RESPONSIBILITY, REINFORCEMENT, AND EVALUATION. AN AREA OF EMPHASIS IN THE PROGRAM IS THE STATE FUNDED WORK EXPERIENCE COMPONENT IN WHICH WORK EXPERIENCES ARE PROVIDED FOR EACH STUDENT, GIVING THEM AN ACCURATE VIEW OF THE RESPONSIBILITIES AND REALITIES OF EMPLOYMENT. THE FOCUS PROGRAM IS STATED TO BE SIGNIFICANTLY DIFFERENT FROM OTHER MINI-SCHOOL CONCEPTS DEALING WITH THE ALIENATED STUDENT -- THE FAMILY GROUP ATMOSPHERE OR SMALL GROUP INTERACTION, NOTED TO BE THE BACKBONE OF THE PROGRAM. (AUTHOR/AP)
ERIC: ED119714

1333 FOLDER (GARMENT) III 6-27.988 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CLOTHING, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FOLDER (GARMENT), GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060102

1334 FOLDING-MACHINE OPERATOR (PRINT. & PUB.) 4-49.051--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 61
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, FOLDING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062435

1335 FOLLOW-UP OF MDTA E AND D PROJECT CONDUCTED BY TUSKEGEE INSTITUTE. MAY 67
JOHNSON, LOUISE A.
NOTES: 100P.
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, COLLEGE PROGRAMS, DEMONSTRATION PROGRAMS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT EXPERIENCE, EXPERIMENTAL PROGRAMS,

(CONT.)

1935 FOLLOWUP STUDIES, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, MALES, MANPOWER DEVELOPMENT, NEGROES, POVERTY PROGRAMS, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, RECRUITMENT, RURAL POPULATION, SOCIOECONOMIC BACKGROUND, VOCATIONAL COUNSELING, ALABAMA, MDTA PROGRAMS, TUSKEGEE, TUSKEGEE INSTITUTE

AN EXPERIMENTAL AND DEMONSTRATION PROJECT DESIGNED TO PROVIDE BASIC EDUCATION, JOB TRAINING, COUNSELING, AND JOB PLACEMENT FOR 180 NEGRO MALES WAS CONDUCTED BETWEEN JUNE 1, 1964, AND MAY 31, 1965, AT TUSKEGEE INSTITUTE, A PREDOMINANTLY NEGRO PRIVATE COLLEGE IN ALABAMA. THE TRAINEES WERE BETWEEN THE AGES OF 16 AND 50, RURAL RESIDENTS, HEADS OF HOUSEHOLDS, UNSKILLED, UNEMPLOYED OR UNDEREMPLOYED, BELOW THE EIGHTH GRADE LEVEL IN READING ABILITY, AND EARNED UNDER $1,200 ANNUALLY. FOLLOWUP DATA WAS PROVIDED BY INTERVIEWS WITH 127 TRAINEES, PROJECT STAFF, AND COMMUNITY LEADERS. THE CONCLUSIONS INCLUDED (1) THE OUTCOME OF THE PROJECT, FOR MANY TRAINEES, WAS A HIGH LEVEL OF OCCUPATIONAL COMPETENCE WHICH WAS REFLECTED IN THEIR HIGH RATES OF EMPLOYMENT, TRAINING-RELATED EMPLOYMENT, AND AFTER-TRAINING WAGE LEVELS, (2) THE DIFFICULTY IN RECRUITING THE HARD-CORE UNEMPLOYED WAS PARTLY ATTRIBUTABLE TO THE STRONG DEPENDENCY RELATIONSHIPS BETWEEN THE VERY POOR AND THEIR FARM LANDLORDS, (3) THE PROJECT STAFF WOULD HAVE BENEFITED FROM MORE TIME TO RECRUIT AND HIRE TEACHERS WHO KNEW THE PROBLEMS OF DEPRIVED ADULTS, (4) THE PROJECT WOULD HAVE BEEN MORE EFFECTIVE HAD TRAINEES BEEN GIVEN FINANCIAL SUPPORT DURING THE PLACEMENT PHASE, AND (5) THE DIVISION OF PROJECT RESPONSIBILITIES BETWEEN THE DIRECTOR AND ASSISTANT DIRECTOR WAS HIGHLY EFFECTIVE AND COULD SERVE AS A MODEL FOR SIMILAR PROJECTS. IT WAS RECOMMENDED THAT CONTRACTS BE WRITTEN AND PROGRAMS DESIGNED TO PROVIDE SOME FLEXIBILITY IN LENGTH OF TRAINING TIME, SELF-SELECTION OF TRAINING AREA BE CONSIDERED, SOME PROVISION BE MADE FOR TRAINEES TO ACQUIRE A WORK RECORD, AND AT LEAST TWO PERSONS BE WORKING ON JOB DEVELOPMENT FROM THE TIME THE PROJECT BEGINS. (ET)

AIM/ARM: VT003664

1936 FOLLOW-UP OF SELECTED MDTA PROGRAMS. 70

UTAH RESEARCH COORDINATING UNIT FOR VOCATIONAL AND TECHNICAL EDUCATION, SALT LAKE CITY.

NOTES: 20P.

ADULT VOCATIONAL EDUCATION, EMPLOYER ATTITUDES, FEDERAL PROGRAMS, GRADUATE SURVEYS, PROGRAM EVALUATION, VOCATIONAL FOLLOWUP, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS, UTAH

TO EVALUATE THE EFFECTIVENESS OF MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS IN UTAH IN TERMS OF GRADUATES JOB SUCCESS AND EMPLOYER AND TRAINEE ATTITUDES, 105 GRADUATES AND THEIR EMPLOYERS WERE SURVEYED. USABLE RESPONSES FROM A THIRD OF THE GRADUATES AND HALF THE EMPLOYERS PROVED THE TRAINING TO BE QUITE EFFECTIVE. BECAUSE OF INADEQUATE PLACEMENT AND FOLLOWU, THE REPORT RECOMMENDS ACTIVE PLACEMENT EFFORTS BY THE EMPLOYMENT SECURITY OFFICE NEAR THE END OF EACH TRAINING PERIOD, WITH MORE EFFECTIVE MEANS OF FOLLOWUP THAN MAILED QUESTIONNAIRS. (BH)

ERIC: ED048504

1937 A FOLLOW-UP OF THE FINANCIAL ASSETS AND LIABILITIES OF MENTALLY RETARDED YOUTH AS RELATED TO THE COST OF VOCATIONAL TRAINING IN FOUR PUBLIC SCHOOL SYSTEMS. 67

FINDLEY, WILLIAM LOUIS

NOTES: 96P.; ED.D. DISSERTATION, COLORADO STATE COLLEGE

COST EFFECTIVENESS, DISADVANTAGED YOUTH, DOCTORAL THESES, EDUCABLE MENTALLY HANDICAPPED, EDUCATIONAL NEEDS, FOLLOWUP STUDIES, INCOME, JOB PLACEMENT, PROGRAM COSTS, PROGRAM EVALUATION, VOCATIONAL EDUCATION, COLORADO

THE PURPOSE OF THIS STUDY WAS TO INVESTIGATE THE RELATIONSHIP BETWEEN THE FINANCIAL INVESTMENT OF PUBLIC SCHOOLS IN VOCATIONAL TRAINING AND THE POST-SCHOOL ECONOMIC STATUS OF EDUCABLE MENTALLY RETARDED IN FOUR COMMUNITIES. ANSWERS WERE SOUGHT TO QUESTIONS CENTERING AROUND (1) SCHOOL COSTS FOR VOCATIONAL PREPARATION, (2) THE EARNING POWER OF THE STUDENTS, (3) THE FINANCIAL CONTRIBUTIONS OF THESE STUDENTS TO THEIR RESPECTIVE COMMUNITIES, AND (4) THEIR EARNING AND TAX PAYING ABILITY PROJECTED OVER A PERIOD OF 10 YEARS. FINDINGS FROM QUESTIONNAIRE AND INTERVIEW DATA INCLUDED (1) WITHIN THE 105 SUBJECTS, THE COST OF PREPARATION RANGED FROM $1,340 TO $2,122, (3) THE AVERAGE ANNUAL STUDENT EARNINGS RANGED FROM $1,218 TO $2,463, AND (3) IN THREE OF THE FOUR SCHOOL SYSTEMS, STUDENTS WILL RETURN THE COST OF THEIR PREPARATION IN 10 YEARS OF INCOME TAXES. THE FOURTH SYSTEM INCLUDED PUPILS WITH LOWER EARNING POWER AND A HIGHER PREPARATION COST. BASED ON THE FINDINGS IT WAS CONCLUDED THAT VOCATIONAL TRAINING OF THE MENTALLY RETARDED IS A PRACTICAL ECONOMIC VENTURE. (AUTHOR/JS)

ERIC: ED056189 UNIVERSITY MICROFILMS, INC., P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 69-420, MF $4.00; XEROGRAPHY $10.00)

1938 FOLLOW-UP STUDIES OF FORMER OCCUPATIONAL-TECHNICAL STUDENTS AT COMMUNITY COLLEGES. RESEARCH REPORT NO. 1. 74

WILLIAMS, WILLIAM G.; SNYDER, FRED A.

VIRGINIA STATE DEPT. OF COMMUNITY COLLEGES, RICHMOND.

NOTES: 69P.

CURRICULUM EVALUATION, EDUCATIONAL OBJECTIVES, EVALUATION METHODS, FOLLOWUP STUDIES, GRADUATE SURVEYS, INSTITUTIONAL RESEARCH, JUNIOR COLLEGES, RESEARCH METHODOLOGY, RESEARCH UTILIZATION, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP

THIS REPORT PRESENTS A REVIEW OF FOLLOW-UP STUDIES OF FORMER OCCUPATIONAL-TECHNICAL STUDENTS AT COMMUNITY COLLEGES THROUGHOUT THE NATION. THE PURPOSE WAS TO EVALUATE THE EFFECTIVENESS OF FOLLOW-UP STUDIES IN MEASURING ATTAINMENT OF EDUCATIONAL GOALS STATED IN COMMUNITY COLLEGE CATALOGS AND LITERATURE. THIS EVALUATION WAS MADE BY STUDYING THE RESEARCH EMPHASES, MOTIVATIONS, AND PROCEDURES FOR THE STUDIES. IN WINTER 1973, A

(CONT.)
1938 12-ITEM QUESTIONNAIRE WAS SENT TO ALL 720 PUBLIC COMPREHENSIVE TWO-YEAR COLLEGES WHICH BEGAN OFFERING OCCUPATIONAL-TECHNICAL PROGRAMS PRIOR TO SEPTEMBER 1970: 520 (72.5 PERCENT) RESPONDED. THIS QUESTIONNAIRE REQUESTED INFORMATION ON RESEARCH MOTIVATIONS AND FREQUENCY, AND ASKED FOR COPIES OF RECENT STUDIES. THE CONTENT OF THE 85 MOST SOPHISTICATED FOLLOW-UP STUDIES SUBMITTED WAS ANALYZED USING A THREE-PART 66-ITEM CODING INSTRUMENT. A 44-ITEM GOALS INVENTORY FOR OCCUPATIONAL-TECHNICAL EDUCATION WAS PREPARED IN ORDER TO MEASURE THE EDUCATIONAL GOAL EMPHASES OF THE STUDIES. FINDINGS ARE REPORTED AND RECOMMENDATIONS FOR IMPROVING FOLLOW-UP STUDIES ARE MADE. THE APPENDIX INCLUDES A LIST OF THE 42 COMMUNITY COLLEGE CATALOGS AND A BIBLIOGRAPHY OF THE LITERATURE CONSULTED IN DETERMINING EDUCATIONAL GOALS, A LIST OF THE 85 COLLEGES SUBMITTING SOPHISTICATED FOLLOW-UP STUDIES, THE QUESTIONNAIRE AND ACCOMPANYING LETTERS, AND THE CONTENT CODING FORM AND PROCEDURES FOR ITS USE. (AUTHOR/DC)
ERIC: ED104499

1939 A FOLLOW-UP STUDY OF A SAMPLE OF TRAINEES FROM THE MAYORS YOUTH EMPLOYMENT PROJECT. MAR 66
KOBERNICK, ALLAN;STAVROS, DENNY
NOTES: 84P.
DEMONSTRATION PROGRAMS, DISADVANTAGED YOUTH, EMPLOYMENT EXPERIENCE, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, INTERVIEWS, JOB ANALYSIS, NEGRO EMPLOYMENT, PERSONNEL EVALUATION, PROGRAM ATTITUDES, PROGRAM EVALUATION, SEX (CHARACTERISTICS), UNEMPLOYMENT, URBAN AREAS, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, YOUTH EMPLOYMENT, DETROIT, MAYOR S YOUTH EMPLOYMENT PROJECT, MICHIGAN
THE SAMPLE WAS COMPOSED OF 22 NEGRO MALES AND 29 NEGRO FEMALES EMPLOYED AT THE TIME OF INTERVIEW, AND 17 NEGRO FEMALES, RECENTLY EMPLOYED BUT UNEMPLOYED WHEN INTERVIEWED. A PERSONAL INTERVIEW WAS CONDUCTED WITH THE TRAINEES SELECTED, AND A MAIL-OUT INTERVIEW WAS USED IN COLLECTING DATA FROM EMPLOYERS. THE DIFFERENCES IN THE OCCUPATIONAL DISTRIBUTION OF THE SUBJECTS WERE COMPARED WITH 1960 CENSUS FIGURES FOR THE TOTAL POPULATION AND TOTAL NONWHITE POPULATION IN THE DETROIT METROPOLITAN AREA. ALSO STUDIED WERE THE ASPECTS OF THE JOBS, JOB CHARACTERIZATION, EMPLOYEE SATISFACTION, JOB EXPECTATIONS FOR AGE 25, EMPLOYER EVALUATIONS, DESIRABLE AND UNDESIRABLE JOB CHARACTERISTICS, PROJECTED JOB CONTINUITY, JOB SEEKING OF UNEMPLOYED FEMALES, AND EVALUATIONS BY SUBJECTS OF THE MAYORS YOUTH EMPLOYMENT PROJECT. SOME OF THE FINDINGS WERE--(1) THE JOBS HELD BY THE FEMALES WERE MORE OFTEN IN THE AREA IN WHICH THEY WERE PRESUMABLY TRAINED, (2) THE JOBS HELD BY THE MALES WERE MORE OFTEN NOT IN THE AREA IN WHICH THEY WERE PRESUMABLY TRAINED, (3) OVER HALF OF THE FEMALES WERE TRAINED AS CLERKS, AND CLOSE TO HALF OF THE MALES WERE TRAINED AS SERVICE WORKERS, AND (4) THREE OUT OF FIVE FEMALES AND FOUR OUT OF FIVE MALES IDENTIFIED THE PROJECT AS A SOURCE OF ASSISTANCE IN OBTAINING THEIR JOBS. CRITICISMS AND SUGGESTIONS FOR IMPROVING THE PROGRAM ARE GIVEN. (PS)
AIM/ARM: VT001247

1940 A FOLLOW-UP STUDY OF AUDITORIALLY, VISUALLY, AND ORTHOPEDICALLY HANDICAPPED PUPILS IN CINCINNATI. FINAL REPORT. SEP 70
PRISUTA, RICHARD
PITTSBURGH UNIV., PA. OFFICE OF RESEARCH AND FIELD SERVICES. CINCINNATI PUBLIC SCHOOLS, OHIO.
NOTES: 137P.
AURALLY HANDICAPPED, EXCEPTIONAL CHILD RESEARCH, FOLLOWUP STUDIES, HANDICAPPED, INTERVIEWS, MANPOWER DEVELOPMENT, PHYSICALLY HANDICAPPED, PUBLIC EDUCATION, VISUALLY HANDICAPPED, VOCATIONAL EDUCATION, OHIO
A FOLLOWUP STUDY OF AURALLY, VISUALLY, AND PHYSICALLY HANDICAPPED GRADUATES OF THE CINCINNATI PUBLIC SCHOOLS WAS INVESTIGATED FOR USE IN FUTURE EDUCATIONAL PLANNING FOR HANDICAPPED CHILDREN. A RANDOM SELECTION OF 24 AURALLY HANDICAPPED, 15 VISUALLY HANDICAPPED AND 34 PHYSICALLY HANDICAPPED GRADUATES WERE INTERVIEWED. TWENTY NINE OF THE GROUP MET THE CRITERIA OF BEING EMPLOYED WITH A MEASURABLE WAGE AND EMPLOYERS OF ALL 29 SUBJECTS WERE INTERVIEWED. FINDINGS WERE INDICATED BY THE RESEARCHERS TO SHOW THAT THE MAJORITY OF THE HANDICAPPED PUPILS WERE CAPABLE OF SUCCESSFUL OCCUPATIONAL ADJUSTMENT TO UNSKILLED AND SEMISKILLED JOBS; HOWEVER, IMPRACTICAL SCHOOL EXPERIENCES WERE NOT MARKATABLE ENOUGH TO PROVIDE ECONOMIC STABILITY. RECOMMENDATIONS WERE MADE THAT THE ADMINISTRATION SHOULD ASSUME MORE RESPONSIBILITY FOR THE OCCUPATIONAL PLACEMENT OF DISABLED PUPILS; THE SCOPE OF THE PRE-VOCATIONAL TRAINING PROGRAM SHOULD BE EXPANDED TO MEET THE CHANGING LABOR MARKET DEMANDS; AND SPECIFIC PROGRAM OBJECTIVES WHICH PAIR SPECIFIC SKILLS WITH SPECIFIC JOB OPPORTUNITIES BASED ON EMPLOYMENT SITUATIONS OF FORMER PUPILS SHOULD BE CREATED. (CD)
ERIC: ED048677

1941 A FOLLOW-UP STUDY OF CLOSED VOCATIONAL REHABILITATION CASES. JUN 74
NATIONAL ANALYSTS, INC., PHILADELPHIA, PA. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
GRANT NO. SRS-36954
NOTES: 172P.
COST EFFECTIVENESS, EMPLOYMENT LEVEL, EMPLOYMENT PROGRAMS, FOLLOWUP STUDIES, JOB PLACEMENT, JOB TRAINING, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SUCCESS FACTORS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION
THE STUDY CONSISTS OF A FOLLOWUP SURVEY OF ABOUT 4,000 RECIPIENTS OF VOCATIONAL REHABILITATION (VR) SERVICES IN SIX STATES OVER A THREE YEAR PERIOD (1967-69). THE OBJECTIVES WERE (1) TO DESCRIBE EMPLOYMENT LEVELS OF VR CASES AFTER CLOSURE, (2) TO

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1841 CONDUCT COST/BENEFIT ANALYSES OF SERVICES PROVIDED, AND (3) TO IDENTIFY SALIENT CHARACTERISTICS ASSOCIATED WITH SUCCESSFUL REHABILITANTS AT THE TIME OF APPLICATION. DATA ARE BASED ON PERSONAL INTERVIEWS, CASE FILES, AND RECORDS OF SERVICE DOLLAR EXPENDITURES. (NTIS)
ERIC: ED127416 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-243-001: MF $2.25, HC $6.25)

1842 A FOLLOW-UP STUDY OF GRADUATES AND SELECTED EARLY-LEAVERS FROM ST. PAUL TECHNICAL VOCATIONAL SCHOOL. 64
BERNDT, FRED
NOTES: 148P.
VOCATIONAL FOLLOWUP, GRADUATE SURVEYS, MASTERS THESES, AREA VOCATIONAL SCHOOLS, GRADUATES, DROPOUTS, EMPLOYMENT EXPERIENCE, COMPARATIVE ANALYSIS, QUESTIONNAIRES, PARTICIPANT SATISFACTION, JOB SATISFACTION, VOCATIONAL ADJUSTMENT, ST. PAUL AREA TECHNICAL VOCATIONAL SCHOOL
THE PURPOSES OF THIS FOLLOWUP STUDY WERE TO DETERMINE (1) THE NUMBER OF GRADUATES OR EARLY LEAVERS WHO OBTAINED TRAINING RELATED JOBS, (2) THE NUMBER OF WORKERS WHO HAD PROGRESSED IN THE SAME FIELD OF WORK, (3) ANY MARKED DIFFERENCES BETWEEN GRADUATES AND EARLY LEAVERS RELATIVE TO EMPLOYMENT OR ADVANCEMENT, AND (4) A PUNCHED CARD SYSTEM FOR FUTURE FOLLOWUP STUDIES. THE SAMPLES CONSISTED OF 368 GRADUATES WHO ENTERED THE ST. PAUL TECHNICAL VOCATIONAL SCHOOL BETWEEN SEPTEMBER 1955 AND JUNE 1959, AND 105 EARLY LEAVERS WHO ENTERED BETWEEN SEPTEMBER 1957 AND JUNE 1959 AND COMPLETED AT LEAST 1 YEAR OF TRAINING. FINDINGS INCLUDED (1) 25 PERCENT DID NOT HAVE FULL TIME EMPLOYMENT WHILE IN SCHOOL, (2) 59 PERCENT HAD BEEN AIDED BY THE SCHOOL PLACEMENT OFFICE, (3) 92 PERCENT OF THE GRADUATES AND 71 PERCENT OF THE EARLY LEAVERS ENTERED A TRAINING-RELATED JOB OR MILITARY CLASSIFICATION, (4) 2 PERCENT OF THE GRADUATES AND 29 PERCENT OF THE EARLY LEAVERS WERE IN THE MILITARY SERVICE, (5) 69 PERCENT OF THE GRADUATES AND 35 PERCENT OF THE EARLY LEAVERS WERE STILL WITH THEIR ORIGINAL EMPLOYER AS OF JUNE 1962, AND (6) 78 PERCENT REPORTED SATISFACTION WITH THEIR OCCUPATION. THE QUESTIONNAIRE AND RESPONSE FREQUENCIES FOR EACH ITEM ARE INCLUDED. THIS MASTERS THESIS WAS SUBMITTED TO THE UNIVERSITY OF MINNESOTA. (EM)
AIM/ARM: VT004679

1843 FOLLOW-UP STUDY OF MDTA E AND D PROJECT CONDUCTED BY THE MICHIGAN CATHOLIC CONFERENCE, LANSING. MAR 67
BUENAVENTURA, ANGELES
NOTES: 112P.
ADULT BASIC EDUCATION, CAUCASIANS, DEMONSTRATION PROGRAMS, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, MANPOWER DEVELOPMENT, NEGROES, ON THE JOB TRAINING, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, RECRUITMENT, SOCIAL SERVICES, SPANISH AMERICANS, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, LANSING, MDTA PROGRAMS, MICHIGAN
REPRESENTATIVES OF SPANISH-SPEAKING FORMER MIGRANTS (FARM WORKERS) AND OTHER DISADVANTAGED GROUPS, NEGRO AND WHITE, PARTICIPATED IN A PROGRAM, TO DEMONSTRATE THAT UNSKILLED PERSONS WITH LITTLE FORMAL EDUCATION AND LIMITED COMMAND OF THE ENGLISH LANGUAGE COULD BE SUCCESSFULLY TRAINED AND PLACED IN OCCUPATIONS FOR WHICH THERE WAS LOCAL DEMAND AND MOTIVATE INSTITUTIONAL CHANGES IN THE PUBLIC EMPLOYMENT AND WELFARE AGENCIES IN LANSING FOR IMPROVING AND EXPANDING SERVICES TO THE HARD-CORE UNEMPLOYED. POST-TRAINING INTERVIEWS WITH THE 155 TRAINEES, 99 APPLICANTS, THE PROJECT STAFF, AND VARIOUS KNOWLEDGEABLE COMMUNITY MEMBERS CLEARLY DEMONSTRATED THAT THE TARGET POPULATION COULD BE EFFECTIVELY TRAINED AND PLACED THROUGH A COMPREHENSIVE TREATMENT APPROACH WHICH INCLUDES BASIC EDUCATION, VOCATIONAL TRAINING, CULTURAL ORIENTATION, AND INTENSIVE COUNSELING. ALTHOUGH THE SUCCESSFUL PLACEMENT RATE OF 85 PERCENT AT 3 MONTHS AND 67 PERCENT AT 2 MONTHS AFTER TRAINING WAS AIDED BY FAVORABLE LABOR MARKET CONDITIONS IN LANSING, THIS SAME DISADVANTAGED GROUP WAS UNABLE TO TAKE ADVANTAGE OF EQUALLY FAVORABLE JOB OPPORTUNITIES BEFORE TRAINING. THE SECOND GOAL WAS NOT ACHIEVED PARTIALLY BECAUSE THE VARIOUS AGENCIES WERE MORE INTERESTED IN HAVING THE TRAINING CENTER CONTINUE TO CARRY THE BURDEN OF AIDING THE HARD-CORE UNEMPLOYED THAN THEY WERE IN ADOPTING THE SUCCESSFUL TECHNIQUES IT DEMONSTRATED. (ET)
AIM/ARM: VT004093

1844 FOLLOW-UP STUDY OF MDTA E AND D PROJECTS CONDUCTED BY MORGAN STATE COLLEGE. MAY 67
STEVENSON, DIANTHA
NOTES: 65P.
ADULT VOCATIONAL EDUCATION, COLLEGE PROGRAMS, COUNSELING PROGRAMS, DEMONSTRATION PROGRAMS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT EXPERIENCE, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, FOLLOWUP STUDIES, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, NEGROES, ON THE JOB TRAINING, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, RECRUITMENT, RURAL POPULATION, TESTING, UNEMPLOYED, BALTIMORE, MARYLAND, MDTA PROGRAMS, MORGAN STATE COLLEGE
TWO PROJECTS CARRIED OUT IN THE 9-COUNTY EASTERN SHORE AREA OF MARYLAND SERVED ESSENTIALLY THE SAME TARGET POPULATION, THE UNDEREMPLOYED AND THE UNDERPRIVILEGED, IN AN EFFORT TO IMPROVE THEIR OCCUPATIONAL POSITIONS. THE FIRST, SEPTEMBER 1963 TO SEPTEMBER 1964, WAS DEVOTED TO VOCATIONAL TRAINING AND GUIDANCE, AND THE SECOND, JUNE 1964 TO SEPTEMBER 1965, TO DEVELOPING ON-THE-JOB TRAINING OPENINGS AND EASING JOB ENTRY REQUIREMENTS, AND DEVELOPING AND UTILIZING A PREVOCATIONAL HOME STUDY PROGRAM, A NETWORK OF VOLUNTEER TUTORS, COMMUNITY ADVISORY BOARDS, AND COUNSELING AND FOLLOWUP TECHNIQUES.

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1944 FOLLOWUP DATA WERE COLLECTED FROM INTERVIEWS WITH PROJECT STAFF, COMMUNITY LEADERS, AND PROGRAM PARTICIPANTS 6 TO 12 MONTHS AFTER COMPLETING TRAINING. JUDGED BY THE NUMBERS WHO WENT THROUGH THE SYSTEM, THE FIRST PROJECT WAS NOT VERY SUCCESSFUL AS A TESTING-COUNSELING-TUTORING SYSTEM FOR THE CHANNELING OF UNEMPLOYED INTO VOCATIONAL TRAINING TO IMPROVE THEIR JOB OPPORTUNITIES. ALTHOUGH MORE WAS ATTEMPTED IN THE SECOND PROJECT AND MORE INDIVIDUALS ACTUALLY WENT INTO TRAINING, THE LONG-TERM RESULTS WERE DISAPPOINTING IN RELATION TO PROJECT GOALS. FOR EXAMPLE, INSTEAD OF TRAINEES BECOMING REGULAR EMPLOYEES AT THEIR TRAINING SITE, AS HAD BEEN PLANNED, ONLY 30 PERCENT WERE STILL WORKING FOR THEIR TRAINING EMPLOYER IN JUNE 1966. HOWEVER, 77 PERCENT OF THE FIRST AND 80 PERCENT OF THE SECOND GROUP WERE EMPLOYED COMPARED WITH 42 AND 47 PERCENT AT THE TIME OF RECRUITMENT, AND A GREATER NUMBER HAD HIGHER INCOME LEVELS. AN URBAN-BASED COLLEGE LACKING RESOURCES, BACKING, AND EXPERIENCE IN OCCUPATIONAL TRAINING IS NOT LIKELY TO BE A MAJOR INSTRUMENT IN THE SOLUTION TO THE EMPLOYMENT PROBLEMS OF THE DISADVANTAGED, RURAL POOR. (ET)
AIM/ARM: VT003821

1945 FOLLOW-UP STUDY OF PROJECT UPLIFT, THE MDTA E AND D PROJECT CONDUCTED BY FLORIDA A AND M UNIVERSITY. JUL 67
SILVERMAN, LESLIE J.
NOTES: 94P.
ADULT VOCATIONAL EDUCATION, DISADVANTAGED GROUPS, EMPLOYMENT SERVICES, EXPERIMENTAL PROGRAMS, FOLLOWUP STUDIES, JOB PLACEMENT, PARTICIPANT CHARACTERISTICS, PROGRAM DESIGN, PROGRAM EVALUATION, RECRUITMENT, RURAL AREAS, SOCIOECONOMIC INFLUENCES, VOCATIONAL RETRAINING, FLORIDA, FLORIDA A AND M UNIVERSITY, MDTA PROGRAMS, PROJECT UPLIFT
PROJECT UPLIFTS PURPOSE WAS TO FIND EFFECTIVE WAYS OF REACHING, RECRUITING, TRAINING, AND PLACING DISADVANTAGED RURAL ADULTS LIVING IN A 10-COUNTY SECTION OF NORTHERN FLORIDA. THE FOLLOWUP STUDY HAS THREE GENERAL OBJECTIVES -- (1) TO SHOW THAT INDIVIDUALS WITH ESPECIALLY DIFFICULT EMPLOYMENT PROBLEMS WERE SERVED, THAT THEY WERE TRAINABLE AND THAT THE PROJECT COULD TRAIN THEM, (2) TO SHOW WHETHER THE TRAINING AFFECTED THE EMPLOYMENT SITUATION OF THE TRAINEES, AND (3) TO IDENTIFY COMPONENTS OF THE PROJECT AND COMMUNITY CHARACTERISTICS WHICH AFFECTED THE TRAINING AND EMPLOYMENT OUTCOMES. DATA WERE OBTAINED THROUGH DISCUSSIONS WITH MEMBERS OF PROJECT STAFF, DISCUSSIONS WITH CIVIC AND BUSINESS LEADERS, AND PERSONAL INTERVIEWS WITH ALL 146 TRAINEES AND A SAMPLE OF 158 OF 743 PERSONS WHO APPLIED FOR BUT WHO DID NOT BEGIN TRAINING. SPECIFIC CRITICAL FINDINGS INCLUDE -- (1) THE PROJECT DESIGN WAS INAPPROPRIATE FOR THE AREA NEEDS, (2) USE OF CONSULTANTS IN PLACE OF FULL-TIME STAFF SPECIALISTS IN TRAINING AND COUNSELING DIMINISHED PROGRAM EFFECTIVENESS, (3) RESIDENTIAL FACILITIES INDEPENDENT OF THE COLLEGE WERE FEASIBLE, (4) MASS RECRUITMENT METHODS WERE EFFECTIVE, (5) JOB DEVELOPMENT EFFORTS WERE INSUFFICIENT, AND (6) THE IMAGE OF THE EMPLOYMENT SERVICE IS NOT THE PRINCIPAL FACTOR DETERMINING NEGROES USE OF ITS SERVICES. (ET)
AIM/ARM: VT003665

1946 FOOD SERVICE WORKER II (HOTEL & REST.) 317.884: FOOD SERVICE WORKER (MEDICAL SER.) 2-29.16--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 49.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD SERVICE WORKERS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065620

1947 FOOD-SERVICE SUPERVISOR (HOTEL AND REST.) 319.137-010--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUL 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, DIETITIANS, EVALUATION CRITERIA, FOOD SERVICE OCCUPATIONS, FOODS INSTRUCTION, HOTELS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, RESTAURANTS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR

(CONT.)
1947 COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069627

1948 FOR A FULL EMPLOYMENT ACT BY 1976 1975
KEYSERLING, L.H.
CHALLENGE, VOL.18, NO.3, JULY-AUG 1975, P. 22-25.
BUDGET, BUSINESS CYCLE, ECONOMIC PLANNING, ECONOMICS, EMPLOYMENT POLICY, GOVERNMENT INTERVENTION, INFLATION, LONG RANGE PLANNING AND OBJECTIVES, PERFORMANCE, PLANNING, PUBLIC ADMINISTRATION, RECESSION, UNEMPLOYMENT
SUGGESTS ECONOMIC REFORMS DESIGNED TO BREAK THE ECONOMIC CYCLE LEADING TO EVER-LARGER SEGMENTS OF UNEMPLOYMENT. PROPOSES CHANGES IN THE NATIONAL ECONOMIC POLICY THAT WOULD ASSURE FULL EMPLOYMENT.
MGMT: CHA75G0022

1949 FOR ALL THE PEOPLE...BY THE PEOPLE A REPORT ON EQUAL OPPORTUNITY IN STATE AND LOCAL GOVERNMENT EMPLOYMENT. 69
COMMISSION ON CIVIL RIGHTS, WASHINGTON, D.C.
NOTES: 291P.
CHINESE AMERICANS, CITY GOVERNMENT, CIVIL RIGHTS, COUNTY OFFICIALS, EMPLOYMENT OPPORTUNITIES, GOVERNMENT EMPLOYEES, MINORITY GROUPS, NEGRO EMPLOYMENT, PERSONNEL SELECTION, RACIAL DISCRIMINATION, SOCIAL DISCRIMINATION, SPANISH AMERICANS, STATE GOVERNMENT, COMMISSION ON CIVIL RIGHTS
THE U.S. COMMISSION ON CIVIL RIGHTS PREPARED THIS REPORT ON THE EXTENT OF EQUAL EMPLOYMENT OPPORTUNITY FOR MINORITY GROUP MEMBERS IN STATE AND LOCAL GOVERNMENT PURSUANT TO PUBLIC LAW 85-315. 628 JURISDICTIONS IN SEVEN STANDARD METROPOLITAN STATISTICAL AREAS WERE SURVEYED SINCE THEY CONTAIN SUBSTANTIAL AND VARIED MINORITY GROUP POPULATIONS, ARE DIVERSIFIED IN CHARACTER, AND ARE SCATTERED THROUGHOUT THE NATION. ALL LEVELS OF STATE AND LOCAL GOVERNMENT WERE COVERED EXCEPT PART-TIME EMPLOYMENT AND EMPLOYMENT IN EDUCATION. THE MAJOR TOPICS DISCUSSED INCLUDE PATTERNS OF MINORITY GROUP EMPLOYMENT IN STATE AND LOCAL GOVERNMENT: MINORITY WORKERS AND PUBLIC PERSONNEL SYSTEMS EMPLOYMENT DISCRIMINATION IN POLICE AND FIRE DEPARTMENTS: AND FEDERAL REQUIREMENTS FOR EQUAL EMPLOYMENT OPPORTUNITY. RECOMMENDATIONS ARE MADE FOR THE AMELIORATION OF MARKED SOCIAL AND RACIAL DISCRIMINATION IN EMPLOYMENT. DESCRIPTIVE STATISTICAL ANALYSIS IS EXTENSIVELY UTILIZED. (EM)
ERIC: ED034911 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($1.50)

1950 FORBES INTERVIEWS THE PRESIDENT 1975
FORBES, VOL.115, NO.11, JUNE 1, 1975, P. 15-17.
BANKS AND BANKING, BONDS, CAPITAL, ECONOMICS, ENERGY, FINANCE, IRS, MUNICIPAL BONDS, RECESSION, UNEMPLOYMENT
PRESIDENT FORD IS INTERVIEWED BY M.S. FORBES AND M.S. FORBES, JR., WHO QUESTION THE PRESIDENT ABOUT THE ECONOMY, CONGRESS, THE VICE PRESIDENT, AND THE PRESIDENTIAL ELECTION.
MGMT: F3P75F0115

1951 FORCES WORKING TO RESHAPE COLLECTIVE BARGAINING 1977
BARBASH, J.
MONTHLY LABOR REVIEW (U.S.), VOL.110, NO.2, FEB 1977, P. 60-61. BIBLIOG. 1
COLLECTIVE BARGAINING, COMPENSATION, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR, LABOR FORCE, LABOR UNIONS, PUBLIC ADMINISTRATION, WORKING CONDITIONS
SOCIALIZATION, RATIONALIZATION AND ENLARGEMENT OF COMPENSATION ASPECTS OF COLLECTIVE BARGAINING ARE EXAMINED WITH EMPHASIS ON THE FUTURE.
MGMT: UML7730060

1952 FORD--AND ROCKEFELLER, TOO 1975
DUNS REVIEW, VOL.106, NO.4, OCT 1975, P. 53.
BUSINESS, ECONOMICS, EXECUTIVE, GOVERNMENT RELATIONS, UNEMPLOYMENT
FORD AND ROCKEFELLER ARE THE CHOICE OF A LARGE MAJORITY OF BUSINESS EXECUTIVES, WHO SAY AN ULTRALIBERAL PRESIDENCY AND AN ULTRALIBERAL CONGRESS WOULD DESTROY THE ECONOMY.
MGMT: DUN75J0053

1953 FORDS FISCAL BALANCING ACT 1975
BUSINESS WEEK, NO.2401, OCT 6, 1975, P. 24-25.
BUDGET BALANCING, CAPITAL EXPENDITURE, CAPITAL INVESTMENTS, CONSUMER MOTIVATION, DEFICIT, ECONOMIC PLANNING, ECONOMIC RECOVERY, ECONOMICS, FEDERAL RESERVE SYSTEM, FINANCE, RECESSION, TAXATION, UNEMPLOYMENT
OPPOSITION TO FEDERAL SPENDING GROWTH RISES AS FORD ADMINISTRATIONS ANTI-INFLATIONARY POLICY WILL CONTINUE, BUT EXTENSION OF TAX CUTS WILL BE SUPPORTED. ECONOMIC STIMULUS WILL BE THE JOB OF THE FEDERAL RESERVE.
MGMT: BWE75J0624